

TOWN OF EASTHAM



ANNUAL REPORT 1998



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REPORTS
of the
TOWN OFFICERS
of the
TOWN OF EASTHAM
for the year
1998

THE

NEW

AMERICAN

EDITION

OF THE

CONSTITUTION

OF THE

TOWN OF EASTHAM

Incorporated in 1651

Population 1998

Town Census 5171

ELECTED OFFICIALS

SENATORS IN CONGRESS

Edward W. Kennedy, Boston

2000

John Kerry, Boston

2002

REPRESENTATIVES IN CONGRESS - Tenth Congressional District

William D. Delahunt

2001

STATE SENATOR - Cape and Island District

Henri Rauschenbach, Brewster

2001

REPRESENTATIVES IN GENERAL COURT - Cape and Island District

Shirley Gomes

2001

COUNTY COMMISSIONERS

Mary J. LeClair, Mashpee

2001

Christine B. Dolen, Falmouth

2001

Robert A. O'Leary, Cummaquid

2002

BARNSTABLE COUNTY ASSEMBLY OF DELEGATES

Mary Lou Petitt

2001

BOARD OF SELECTMEN

Thomas L. Newton, Chairman

2001

Kenelm N. Collins

1999

Madeleine A. Bebout

2001

David W. Crary

2000

Robert L. Mumford

1999

TREASURER COLLECTOR

Joan M. Plante

1999

TOWN CLERK

Lillian Lamperti

1999

LIBRARY TRUSTEES

Ian Aitchison

2001

Susan Vance

1999

Harold Goemaat

2000

HOUSING AUTHORITY

Bernard Kaplan (resigned) Peter Markunas appointed

2000

Mary Lou Petitt

2001

Walter Ross (resigned) David Skiba appointed

2002

Scott Van Ryswood

2003

John E. Austin (Governor's Appointee)

1998

ELEMENTARY SCHOOL COMMITTEE

Marcia Nickerson, Chair	2001
William Sbordon	2001
David Sheptyck	1999
Jean Leyton	2000
Josephine Mines	1999

NAUSET REGIONAL SCHOOL COMMITTEE

Dawn Skiba	2000
Eastham-William Sbordon	2001
Wellfleet - Roger Putnam, Jr.	2001

APPOINTED OFFICIALS

BOARD OF ASSESSORS

Brian Drake, Clerk	2001
Scott Van Ryswood, Chairman	1999
Daniel J.Scholl, Vice Chairman	2000
Gordon Avery, alternate	

BOARD OF HEALTH

Derek Cannistraro	2001
Felix Conte	2001
Paul Lothrop	2000
Jeanne Morello, Chair	1999
Robert Olsen	2000

BOARD OF HIGHWAY SURVEYORS

George Burgess, Chairman	2001
William Reade, Vice Chairman	1999
Donald K. Schmahl	2000

CAPE COD COMMISSION REPRESENTATIVE

Madeleine A. Bebout	2000
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CAPE COD REGIONAL TECHNICAL SCHOOL COMMITTEE

David W. Fuller	1998
Bernard Richardson	1999

CONSERVATION COMMISSION

Fred Fenlon	2001
George Higgins	2001
David A. Hoerle	1999
Dennis Murley	1999
Vincent J. O'Brien	2001
Richard Ryder	1999
Toni Stoker	2000

COUNCIL ON AGING

Elizabeth Beard	1999
Gertrude Burgess	1999
Eliza Ewing	1999
David W. Fuller	2000
Lawrence Gillane	2001
Mary Goemaat	2000
Lois Powers	2001
Luella Mountain, Chair	2001
Stephanie Whalen	2000

EASTHAM CULTURAL COUNCIL

Kate Berg	2000
Robert Bylaska	2000
Judith Cicero	1999
Jo Leal Clark	1999
Ginny Delaney, Chair	2000
Cynthia E. Hamlin	2000

Betsie Lind	2000
Maggie Mack	2000
Marilyn Schofield	1999
Dilys Smith	2000
Frank Smith	2000
Judith Williams	2000

FINANCE COMMITTEE

Joyce E. Brookshire	2001
David W. Burke	1999
Marilyn Crary, Vice Chair	2000
S. Kyle Hinkle	1999
William A. Opel	2000
Carol F. Martin	1999
Richard P. Morello	2001
Alfred Sette, Chairman	2001

HISTORICAL COMMISSION

George Abbott	indef
Edward Bolton	indef
Charles Deane	indef
Edmond J. Hartnett	indef
Nancy Heller	indef
Katherine Sette	indef

HUMAN SERVICES ADVISORY COMMITTEE

Paul Faith	2001
Min Koblitiz, Clerk	2001
Nina E. Opeløe	1999
Mary Rapaport, Clerk	1999
Dilys Smith	2000
Susan Vance	2000

LONG RANGE PLANNING COMMITTEE

Kenneth Ainsworth	indef
Mario Dini, Vice Chair	indef
Bernard Kaplan	indef
George Katz	indef
Walter Ross	indef

OLD TOWN CENTER HISTORIC DISTRICT COMMISSION

Ian Aitchison (alternate)	2000
Richard J. Benedict (alternate)	2000
Charles Deane	2001
Thomas G. Lenox	2001
Beverly Plante	1999
Chester Ranlett	1999
Kathryn Sette, Chair	2000

OPEN SPACE COMMITTEE

George Abbott, Vice Chair	2000
Clifford Ambrose	1999
Louis Carlsen, Chairman	2001
Terry Chesney	2001
Susan Horton	2000

Katherine Krouch, Clerk	1999
Toni Stoker	1999

PLANNING BOARD

Thomas Brady	2001
Donald Facey	1999
Alan Morrell, Chairman	2001
Joseph Rego	1999
Frank Salomone (alternate)	2001
Howard Sandler	1999
Peter Wade, Vice Chairman	2001

PUBLIC ACCESS COMMITTEE

Richard Adelman	indef
Howard Carpenter	indef
Nancy Couture	indef
Doris Curtice	indef
Charles R. Farrell	indef
David Kern	indef
Elinor Kern	indef
Jeanette L. Marcucci	indef
Grady Scholl	indef

RECREATION COMMITTEE

Warren Kerry, Chairman	2001
Thomas O'Hara, Vice Chair	1999
Peter Quill	2000
Eileen Ryan	2001
Chris Thompson	1999

RECYCLING COMMITTEE

Sarah Blackwell	indef
Bob Chesney	indef
Robert Nusbickel	indef
Don Sander	indef

SEARCH COMMITTEE

Sue Chad, Clerk	1999
Harold Goemaat	1999
Dilys Smithoe	1999

WATER RESOURCES ADVISORY COMMITTEE

Robert Gardner	2000
Muriel Lightfoot	1999
Joseph Moran, Chairman	1999
William R. Nugent	2000
Shirley Stafford	2001
Herbert Whitlock	2001

ZONING BOARD OF APPEALS

Joseph Berry	2000
Robert Bylaska	2000
Philip Livingston (alternate)	1999
William R. Nugent (alternate)	2000
Edward Stewart, Vice Chair	2001
Roger Thurston, Chairman	2001

BOARD OF SELECTMEN

This past year has been one of significant events for the Town of Eastham. The Fire Department has undergone major changes in 1998 starting with the retirement of Chief Jack Austin. The Board would like to take this opportunity to thank Chief Austin for his years of dedicated service to the town and wish him all the best as he adjusts to retirement. The Town Administrator instituted the process of finding a replacement for the chief and with the help of a committee of citizens, a field of over fifty candidates was finally narrowed to one. Our new chief will be William Mulvey who is currently serving as Deputy Chief in the Town of West Haven, Connecticut. Bill proved to be an outstanding candidate in every area and we eagerly await his assumption of duties in early April.

Along with a new chief, 1998 found the voters of Eastham approving a new fire station. The Board appointed a five-member study committee who has worked long and hard for the past two years to bring this project to life. Currently, the building committee is working with the Town Administrator on the various bidding processes that are necessary to begin design and construction. The completion of this project is expected in 2001 and marks the last major building upgrade left to be done in Eastham.

This year marked the passage of the Cape Cod land bank bill which will assist the town in preserving the remaining open space in Eastham and in doing so help to maintain our quality of life. The bill is funded by a three-percent surcharge on real estate and will have matching state funds for the first three years.

In closing I would like to comment on Eastham's financial condition. Once again the Town Administrator has completed work on a municipal budget which fully funds all departments and will not require a proposition 2 1/2 override. The Board would like to thank you for your continued support and encourage you to participate in the process of governing Eastham. Decisions made in a vacuum tend not to be the best ones. The Board urges you to stay involved in Town affairs and keep yourselves informed.

Thank you,

Thomas Newton, Chair

TOWN ADMINISTRATOR

As 1998 comes to a close, and we prepare for entering 1999, the last year of the millennium, it is important to look back on the year in Eastham, and the activities, accomplishments, and progress we have made. I am ending my seventh year in the Town of Eastham as your Town Administrator, and beginning my eighth year. This year, as in others, there are some significant changes that are important to mention as we close the year.

This year saw the retirement of long time Fire Chief John E. Austin after 18 years of service as the Chief of the Department. While he looks forward to his retirement, and to exploring new opportunities, the Town looks forward to embarking on the search for a new chief, and the construction of the long awaited new fire station.

Town Meeting members approved the construction of the new \$2.25 million fire station to be constructed on the site of the old fire station. This approval comes after years of discussion, designs, and re-designs. The project is expected to get underway in April with the design phase, with actual construction commencing as early as Fall of 1999.

While the town is preparing to complete its Capital Building Project needs through the construction of the fire station, the Town Meeting was not ignoring the quality of life to be ensured by the preservation of community character, land use, and development controls. At the Annual Town Meeting, the Town took the innovative step of approving the filing of its own legislation to create a local land acquisition and maintenance fund. The purpose of this fund is to assist in the acquisition of property, as well as the maintenance and development of open space parcels that the Town currently owns or will purchase in the future. This legislation was sent to the State for approval as a Home Rule Petition. The legislation is to set aside no less than \$75,000 per year. Additionally, the Town voted to participate in a Cape-wide land bank program established by the State of Massachusetts. This land bank program allows towns to assess an additional 3% in local property taxes to be set aside for the purchase of open space and recreation land. The legislation allows acquisitions to be funded in their entirety by receipts from the 3% surtax, or the surtax can be used to pay, in whole or in part, bonding costs for acquisitions. The legislation includes a 50% matching donation from the State for the first three years. Additional years of matching funds may be authorized by the State legislature.

In keeping with a general interest in the community in taking care of Eastham's needs, the May Annual Town Meeting approved the creation of a Promotions Committee. This committee, again authorized by Home Rule Petition, creates a committee of five members, two representatives from the Eastham Chamber of Commerce, one representative from the Eastham Forum, and two citizens at large, all appointed by the Board of Selectmen. This committee will develop Eastham promotional programs and projects which will then be funded by a \$10,000 appropriation from the hotel/motel tax receipts. The committee will annually prepare a budget for presentation to Town Meeting detailing the specific projects and programs that will be funded that year with the approved appropriation.

While it has certainly been a busy year for the Town with the new fire station, Land Acquisition Committee, and the Land Bank Bill, commanding significant fiscal resources, the fiscal outlook of the Town remains strong. The municipal budget shifted downward by just over 6%. The education portion of the budget grew by 5%. The absolute budget shift, including municipal and school spending, was a decline of 1.8% or a reduction of \$205,350. This decline was achieved through the retirement of debt, specifically the Elementary School building, the Lamont Smith Land Purchase, and the Library building construction project. The retirement of these debts resulted in a \$600,000 reduction in the annual debt expenditure. Therefore, the reduction in local receipts was offset by the loss of the debt, and therefore, the

absolute reduction in fiscal spending approximated \$205,000.

The long term projection for the fiscal condition of the community is good, as the debt retirement program remains intact, even with the addition of certain necessary items, such as the fire station. It is anticipated that a new library addition will be added to the debt obligations some time after year 2006, and the Elementary School is anticipating an addition/renovation about the same time.

It is important to remember that the Town is not just composed of its fiscal health, and of raw statistics about population, but is a community of people. This year, as in other years, the core volunteers who assist the Town of Eastham by serving on various boards and committees, are to be commended for their hard work and dedication. The cover of this year's town report includes examples of some of the hard work of the Eastham Forum Flower Island Committees. Individuals organize each season to plant beautiful flowers on the traffic islands around town, and these islands are commented on by visitors and residents alike, and provide a splash of color and a warm and friendly welcome as you drive around Eastham. We regret that the town report cover is too small to display pictures of all of the wonderful islands that were planted this year. What you see on this cover is just a sample of the wonderful work that the EFFI's have done. The inside of the front cover lists the names of those persons involved in this Town of Eastham beautification project.

No year would be complete without mentioning the staff who provide valuable services to the citizens and visitors to the Town of Eastham. We are fortunate to have such hard working and dedicated individuals who are always willing to give the extra effort to deliver to you the highest quality services, and as a result make my job much easier and pleasant. I salute all of them with a special thanks to Yvonne Martell and Kathleen Fogg who so ably assist me in all of the administrative duties that have to be performed by this office.

I thank the Board of Selectmen and the citizens of the Town of Eastham for allowing me to serve this past year. It has truly been my pleasure.

BOARD OF ASSESSORS

On January 1, 1998, the Town of Eastham had 6,264 taxable real estate parcels and 3,040 taxable personal property accounts. The total valuation increased from \$817,058,600 on January 1, 1997, to \$828,300,900 on January 1, 1998. The increase was due to new growth resulting from subdivisions, new construction and new personal property accounts. The Board of Selectmen held a public hearing on November 2, 1998, in accordance with Chapter 369 of the Acts of 1982, to determine the percentages of the tax levy to be borne by each class of property for Fiscal Year 1999. The Board voted at that meeting to adopt a single tax rate for all classes of property. The tax rate was certified at \$11.65 per \$1,000 on November 13, 1998, and New Growth was certified at \$180,192 on November 2, 1998. The Fiscal Year 1999 tax bills were mailed on November 21, 1998.

The Board of Assessors acted on 133 exemption applications for Fiscal Year 1998 in the following categories: 87 for veterans, 9 for the blind, 33 for the elderly and 2 for hardship. The total tax exempted was \$44,690.80 (\$24,512.19 for veterans, \$4,500.00 for the blind, \$15,000 for the elderly and \$678.61 for hardship.) The Board also granted one Tax Deferral application in the amount of \$1,908.32. There was a total of 79 applications for real estate abatements and 50 for personal property abatements for Fiscal Year 1998.

The Town's data collection project is still in progress. The Town's contractor, Real Estate Research Consultants, Inc., is responsible for measuring and photographing the exterior of every building in town and inspecting its interior. The Board requests and appreciates the cooperation of all property owners in allowing access to their properties so that we may gather and maintain accurate property data.

The Cape Cod Open Space Land Acquisition Program tax, otherwise known as the "Land Bank tax," will be assessed starting with the Fiscal Year 2000 tax billing in the fall of 1999. The tax amount will be three per cent of the real estate tax levied on each parcel of real estate.

The Assessors will begin planning this year for the next Revaluation scheduled for Fiscal Year 2001. This Revaluation will determine the fair market value of all properties on January 1, 2000, using sales which occur in 1999.

Fran Bishop, a long-time employee of the Assessing Department, retired on February 25, 1998. Fran provided over 16 years of valuable service to the Town, and we wish her all the best in her retirement.

Respectfully submitted,

Scott Van Ryswood, Chairman

TAX RATE RECAPITULATION

I. TAX RATE SUMMARY

Ia.	Total amount to be raised	\$12,416,893.10
Ib.	Total estimated receipts and other revenue sources	2,767,187.61
Ic.	Tax levy (Ia minus Ib)	9,649,705.49
Id.	Distribution of tax rates and levies	
	Is this a certification year? (Enter Y or N) — N	
	Classified (Enter X) — X <-Unclassified	

(a)	(b) Levy Percentage (from LA5)	(c) IC above times Each percent in column (b)	(d) Valuation by Class (from LA-5)	(e) Tax Rates (c)/(d) x 1000	(f) Levy by Class (d) x (e)/1000
CLASS					
Residential	92.3956%	8,915,903.29	765,313,200	11.65	8,915,898.78
Open Space	0.0000%	0.00	0	ERR	0.00
Commercial	4.2732%	412,351.21	35,395,300	11.65	412,355.25
Industrial	0.3705%	35,752.16	3,069,200	11.65	35,756.18
SUBTOTAL	97.0393%	—	803,777,700	—	9,364,010.21
Personal	2.9607%	285,698.83	24,523,200	11.65	285,695.28
TOTAL	100.0000%	—	828,300,900	—	9,649,705.49

Board of Assessors of Eastham 11/4/98 (508) 240-5900

S. Van Ryswood

Do Not Write Below This Line - For Department Use Only

Reviewed by B. Dakin
Date 11/12/98

Signed/James R. Johnson
Director of Accounts
11/13/98

II. Amount to be raised

Ila.	Appropriations (col. (b) through col. (e) from Page 4)	\$12,066,560.97
Ilb.	Other amounts to be raised	
1.	Amounts certified for tax title purposes	0.00
2.	Debt and interest charges not included on page 4	0.00
3.	Final court judgments	0.00

BOARD OF HEALTH

The Board has a busy year, with John Knight finishing 6 years as our leader and chairman. Jeanne Morello has assumed the Chair, and has endeavored to structure and legally tighten procedures at meetings. Jeanne has worked hard and been generous with her time. Our two new members, Derek Cannistraro and Felix Conte, have had ample opportunity to acquaint themselves with the responsibilities of their new position. They will surely be important contributors in the year ahead.

We had an assistant, Eastham Resident Pat Zagwyn during the summer, performing food inspections and various tasks. We thank her for her contribution.

Public Education

We have gone ahead with continuing education for the Board. Town Counsel Betsy Lane gave the Board some useful training.

Tom Cambereri presented a talk to the Board and the public on Water issues. Once again, we sponsored a food safety training course for food handlers entitled "Food Handling is Risky Business" presented by Beth Hole, RD Extension Educator, Cape Cod Cooperative Extension. Only about 8 people attended, but they were glad they did. A very lively and well-attended meeting was held, hosted by the Board and the VNA's Djordje Soc on Lyme Disease. This was very interesting and useful. Now that the FDA has approved a Lyme Vaccine, we will be looking into the possibility of having a clinic for the town, offering the vaccine.

The Health Department had a booth at Windmill Weekend, together with Pam Hughes of the County Tobacco Cessation program, and Willy's Gym. We had many "hits" on this live site.

Several flyers have been developed by the Health Agent, explaining Title 5 and the changes that will be coming into effect in the year 2000. Citizens have found this to be helpful guidance through the maze that is Title 5 regulation.

Public Health

The annual flu and pneumonia clinic sponsored by the Board was held in October and November. A total of 351 doses of Flu Vaccine and 22 doses of Pneumonia Vaccine were administered, as well as 21 doses of Tetanus/Diphtheria Vaccine.

A questionnaire was developed for town residents, seeking suggestions, trends and comments. When the almost 200 completed forms are tallied, they will provide information regarding the needs and desires for possible future services.

Water Quality

The county has installed 3 new monitoring wells, outside the perimeter of the landfill. Studies of samples from these wells may help us track any possible traces of contaminants that may come from this area in the future. We have found no exceedences of allowable tolerances for any chemicals in any drinking well in the Town of Eastham this year that could be traced to the landfill. Several wells with traces of contaminants were linked to local spills of gasoline, etc. Of these, only one well had an exceedence. With the completion of the capping of the landfill, any possible seepage from the landfill area should diminish with time.

We hope to develop databases of water test results, linked to a GIS (Geographic Information System) in the near future, which will permit us to make maps of water quality for the town.

Hazardous Waste

The annual Household Hazardous Waste Collection was even better attended than last year, with 251 cars visiting. This program removes hazardous material from

the town environment, which could contaminate the groundwater if improperly disposed.

Food Safety

Several investigations of foodborne illness were performed, and some corrective action was taken in one case. Another complaint appeared groundless. We had no major problems in this area. Each establishment was inspected about 3 times.

Title 5

More than 230 permits were issued this year. We expect even more this coming year, in preparation for more stringent regulation coming into effect in the year 2000. The Board may be proposing regulation regarding automatic upgrade to Title 5 upon the sale of a property, and other measures. These will be brought to public hearing.

Smoking

The Board has finalized a draft of wording for a smoking regulation, prohibiting smoking in restaurants in town after the year 2000. It is planned that this draft will go to town counsel, and then on to a town referendum. An informal poll of about 75 households taken by the Health Agent on Hazardous Waste Day showed overwhelming support for such a measure.

BUILDING DEPARTMENT

In calendar year 1998, we issued 558 Building Permits, 113 of which were for new homes, and collected \$116,692.50 in fees. 2,232 inspections were made during various stages of construction, and 186 Certificates of Occupancy were issued.

Building permits are still coming in at a steady pace, as homeowners and builders are trying to obtain building permits prior to the implementation of the State Environmental Code, Title V, limiting the number of bedrooms on pre-existing non-conforming lots.

As Zoning Enforcement Officer, I reviewed permit applications and issued 20 “Letters of Denial” to property owners, enabling them to petition the Zoning Board of Appeals for either a Variance or a Special Permit.

Respectfully submitted

Kenneth Bates
Inspector of Buildings
Zoning Commissioner

PLUMBING & GAS

In 1998, 288 plumbing permits and 366 gas permits were issued. 432 plumbing inspections and 503 gas inspections were made. Total receipts for the calendar year 1998 were \$33,125.00.

Respectfully submitted,

Scott Van Ryswood
Plumbing & Gas Inspector

WIRING

During the Calendar Year 1998, the following inspections were made:

Temporary	37
Rough Wiring	231
Service and Meters	222
Final Permits	292
Advisory	47
Fire	3
Code	<u>35</u>
Total	867

Total Receipts turned in by the Wiring Inspector was \$22,290.00.

Respectfully submitted,

Wallace Adams
Wiring Inspector

CAPE COD COMMISSION

The Cape Cod Commission (CCC) was created in 1990 by an Act of the Massachusetts General Court and a referendum of Barnstable County voters. As a direct result of an unprecedented growth boom in the 1980's, the Cape Cod Commission Act found that Cape Cod/Barnstable County, possesses unique cultural, historical, natural, coastal and other values which are threatened by uncoordinated or inappropriate uses of the region's land and other resources. The CCC was established as a regional planning and regulatory agency to prepare and implement a regional land use policy plan for all of Cape Cod, review and regulate developments having regional impacts, and recommend designation of certain areas as Districts of Critical Planning Concern.

Representation on the CCC provides Eastham with opportunities to participate in setting regional policy and to advocate for town interests. Our membership involves Eastham in important regulatory and funding matters at regional, state and federal levels. Through the CCC's involvement, the following committees and councils contribute to the quality of life in Eastham: HOME Consortium Advisory Council, Bays Legal Fund, Coastal Resources Committee, Barnstable County Waste Management Advisory Committee, Groundwater Guardians, Metropolitan Planning Organization, Joint Transportation Committee, Lower Cape Water Management Task Force and the CCC Transportation Committee.

In 1998 two of the largest projects of the CCC were the preparation of the Master Plan for the Massachusetts Military Reservation and the development of 14 model bylaws and regulations intended to aid towns in developing and applying proven land use management approaches. With the passage of the Land Bank bill in November, we now have the opportunity to acquire parcels of land in need of protection for ecological, recreational, aesthetic, or growth-management reasons. The CCC has begun to develop a regional open-space plan to ensure a Cape-wide view of open space criteria and to help towns in this most important process.

The CCC provides direct technical assistance and services to Eastham. In 1998 Transportation staff at the CCC performed traffic counts, assisted in obtaining funds

for transportation projects, and developed a pavement management system for federal aid eligible roads. The CCC performed an analysis of Route 6 accidents and coordinated with the Town and the Massachusetts Highway Department in working on the development of intersection improvements on Route 6. Planning staff worked with the Long Range Planning Committee on the preparation of an implementation progress report. The CCC continued to work with the Fort Hill Consortium and the Eastham Historical Commission preparing the final nomination of the Fort Hill area for the National Register of Historic Places. The Geographic Information System staff completely redigitized Eastham's parcel maps and updated the land use and assessor's data, provided zoning maps for the entire town, a map of Town-accepted roads, a map of town-owned lands, a land use map of the Route 6 corridor, a map of Capital Facilities, and a map of Small Lots.

The membership of the Commission consists of one appointed representative of each town, one County Commissioner, one minority representative, one Native American, and one representative appointed by the Governor. Meetings of the CCC are held every two weeks on Thursday at 3:00 PM in the Assembly of Delegates Chamber, First Barnstable District Court House. Standing Committees (Planning, Regulatory and Executive) meet every two weeks on the preceding Mondays. The "Reporter" newsletter is published every two weeks and is an excellent source of information on meetings and issues. To subscribe to the "Reporter" or to obtain copies of any documents mentioned in this report, kindly contact Nancy Hossfeld, Communications Coordinator, at 508-362-3828.

Since 1993 I have served as your CCC representative. In 1998 I was a member of the Regulatory Committee and the Executive Committee. I welcome any comments or questions you may have about issues of importance to our town. You may reach me by telephone at 508-240-1535 or by fax at 508-255-5820.

Respectfully submitted,

Madeleine A. ("Vicky") Bebout

CAPE COD REGIONAL TECHNICAL HIGH SCHOOL DISTRICT

The Commission on Technical and Career Institutions, part of the New England Association of Schools and Colleges, Inc., conducted a five year focus visit this past year at the school and voted to continue accreditation for our school. The Commission noted, during its deliberations, the following commendations: a) the faculty and staff have done an outstanding job in carrying forward the recommendations of its decennial visiting team of November 2-5, 1992; b) the completion of a major effort that resulted in the relocation of the school's media center and the enclosure of various academic classroom areas; c) the communities that support the school should be commended for their continuing interest in the school and for providing the necessary financial support to provide the services needed by its students and the area's business/industrial community; d) 88% of the Commission's recommendations have been addressed or are in progress; e) and the school prepared an excellent focus visit report. We also underwent a program review audit from the Department of Education and received a favorable review from them. Copies of both of these reports are on file in the Superintendent-Director's office and copies will be made available for anyone who wishes.

We have started to update our Technology program within the school. Our facility was cabled over the summer for Internet access. Two computer labs were renovated, our computer remediation lab was finalized and our computer applications lab was revamped.

We are initiating a new Hospitality Program for the coming year which will benefit the industry on Cape Cod. We had an Advisory Committee made up of the representatives from the following businesses: Raddison Inn, Tara Hyannis Hotel, Cape Cod Community College, Cape Codder Hotel, Ocean Edge Resort, Dan'l Webster-Hearth and Kettle, and Schools to Careers Partnership, help us with this program. Also, as an addition to our Business Technology program this year, we are initiating a program with one of our local banks, Cape Cod Five. They will open a branch right here at school where students will work as part of their training.

Again we extend our gratitude to the members of the communities in our district who have afforded us the opportunity to be of service. Several major projects were completed for district towns saving the taxpayers many thousands of dollars. We were privileged to serve a multitude of district residents by providing services in Culinary Arts, Cosmetology, Carpentry, Electrical, Plumbing, Marine Mechanics, Masonry, Auto Technology, Auto Collision Technology, Horticulture, Graphic Arts, Heating/Ventilation/Air Conditioning, Electronics, and Welding, enabling our students to refine their skills while instilling pride in their accomplishments which is the ultimate goal of vocational technical education. Additionally, we maintain an excellent Co-Operative Program with local businesses.

As is our usual practice we have had a very busy summer here at school. We have had a very successful program for fifth, sixth, and seventh graders, which are student members of our district. We have had college programs being offered here, the JTEC Summer Program, Quilt Show, the Brewster Whitecaps, soccer camps, Pop Warner Football, adult programs, Certified Nurse's Aide programs, and the summer camp program for the Lower Cape schools (both in remediation and enrichment programs).

Our Community Education and Training Program developed and managed funds derived from grants, tuition, and fees, which were expended in services, equipment, and resources for the students of Cape Cod Tech and the youth and adult members of our sending towns. Cape Cod Tech has the distinction of being one of only seven Technical Academic Assessment Centers in Massachusetts offering services to students and adults in all public and private schools and agencies in Southeastern Massachusetts. This includes comprehensive vocational and academic assessments, learning style profiles, and academic and vocational instructional strategies. Cape Cod Tech is also involved in a School-to-Careers Partnership for Cape Cod and the Islands.

Two students from our Auto Technology program participated in a team event of the Massachusetts Auto Dealer's Technology competition in Boston. They bested all other teams in the state. They were awarded first place honors and prizes. A third student, a junior, received a first place award in the underclassmen division's individual category.

We have increased our academic course work in English, Science, math and foreign languages. Considerable time has been spent changing our curriculum to meet the Department of Education's State Curriculum Frameworks.

On behalf of the School Committee, our twenty-third graduating class, and the students, faculty and staff of Cape Cod Tech, we thank you for your support of vocational technical education.

Respectfully submitted,

Bernard Richardson and David W. Fuller

Current School Committee Members from the Town of Eastham

CONSERVATION COMMISSION

The Eastham Conservation Commission consists of seven volunteer members appointed by the Selectmen. The Commission's primary responsibility is the protection of Eastham's wetland resource areas through the interpretation, administration, and enforcement of the State Wetlands Protection Acts (MGL 130, sec. 105 and MGL 131, sec. 40), the State Wetlands Restriction Acts (MGL 130, sec. 105 and MGL 131, sec. 40A) and the Eastham Wetlands Protection By-Law. In 1998 the Commission reviewed 76 projects and issued 49 Orders of Conditions, 2 Denial Orders of Conditions, and 25 Determinations of Applicability for applicants who proposed construction or other work on or near wetlands. The Commission also issued various extensions, certificates of compliance, Enforcement Orders and other processes relative to the protection of our wetland resources. The Commission holds public hearings on alternate Tuesday evenings. Each hearing is preceded by an on-site inspection by Commissioners who walk the property and view the location and extent of the proposed work.

The unprecedented growth and development of Eastham in recent years adds greatly to the responsibility of the Conservation Commission as new building increasingly impinges on our wetland resource areas.

The Commission benefits from an active and healthy working relationship with our Cape Cod National Seashore together with other Eastham Town boards and committees as well as with Conservation Commissions in other towns on the Outer Cape. This year we shared on two occasions insights from Walter Ross, Chairman of the Long Range Planning Advisory Board, which centered on that Committee's challenging long-range recommendations for development in Eastham. None appeared to have any negative impact on our wetland resource areas; some offered a very positive influence. As a Commission we are unanimously convinced that such increased interaction is essential to the efficiency and effectiveness of all our Town boards, committees, and commissions.

Yet again we are delighted to report a very productive season for our herring runs, both in the spring with heavy migration into both ponds and in the summer and autumn with large numbers of returning juveniles. To a marked degree this continuing success is a tribute to the dedication of our Natural Resources Officer, Henry Lind. For this, the entire town owes to him a large debt of sincere gratitude. With Henry we have an excellent rapport, even as we did with his assistant Denis Nault, whom we congratulate on his new position of Aquatic Biologist with the Mass. Dept of Marine Fisheries..

We were, as a Commission and a Community, deeply saddened by the death in 1998 of William Mines. Bill was a valued member of the Commission since 1994, being appointed coincident with your Chairman. Always, Bill was a gracious, keen, well-informed, and moderating influence. Consistently he managed to offer the right word at the right time.

All the Commissioners have been grateful for the leadership of Gerald Hill, our senior member and chairman. The pressure of business responsibilities prevented his continuance with us. We miss him - and his Neccos.

The Commission wishes to remind property owners that gifts of land for conservation and/or recreation would be most gratefully received. Please contact the Natural Resource Office or the Conservation Commission office for additional information.

Respectfully submitted,

George Higgins, Chairman

EASTHAM COUNCIL ON AGING

This has been a busy year at the senior center on Nauset Road. The Council On Aging continues to offer its always popular agenda of classes in craft, needle-point, painting, Tai Chi, as well as groups for bridge, a Humanities discussion group, health screenings, assistance with medical insurance and income tax preparation. First and third Friday morning programs of music, drama, films, speakers, and antiques appraisal offer something for everyone.

A series of short-term offerings have been well received this year. As with regular programs, these too were led by volunteers and covered senior exercise, cooking for health, making holiday decorations, French, writing memoirs, use of color and accessories in dressing.

Classes and practice time keep the computer rooms in constant use. Volunteer instructors offer basic and specialized guidance in computer use. Approximately 160 people have availed themselves of this assistance.

Thanks to the efforts of Robert and Trudy Novotny, the travel program of the Friends of the Council (FECO) offered through the Center has been especially well received this year. Both day trips and travels nationally and abroad attract newcomers to the community as well as COA members.

So well have all the activities been received that it is a rare day when every room in the center is not in use.

The Lower Cape Adult Day Center (255-6734) operates Monday through Wednesday and Friday. The staff of Kathy Gill, Patricia Ryder, and Sandra Shelton, prepare programs to benefit their clients with both instructional activities and important one-on-one attention. Transportation for participants is provided by their families or the B-Bus.

Cecille Carpenter and Vera Matousek of the Outreach staff conduct the Council's daily service to Eastham's older homebound citizens. The daily medical transportation service, as well as a Wednesday grocery shopping trip are available to all residents.

Sandra Szedlak, Director, and Bette Klinger, secretary, coordinate all the activities of your COA and are available daily at the office.

The additional financial assistance from the FECOA which provides for any capital improvements to the COA building, its furnishings, and its vehicles, the Senior Center is an attractive and inviting place for the older citizens of our community. We owe them a debt of gratitude.

Respectfully submitted,

Sandra Szedlak, Director

EASTHAM CULTURAL COUNCIL

Eastham Cultural Council was able to fund fourteen grants in 1998 for a total of \$6600.00.

Grants were given to:

- | | |
|------------------------------------|---|
| 1. Guy Morin | Lecture/ demonstration American Revolutionary British Soldier |
| 2. Women Creating | Women's Festival |
| 3. Eventide Arts Festival | Song writing workshop |
| 4. Cape Cod Concert Opera | High school presentation |
| 5. Bob & Idy Thomas | Mime, storytelling and acting show |
| 6. Nauset Reg. H.S. Music Dept. | Artist in residence |
| 7. Jim Douglas | Create artist in directory for internet |
| 8. Nauset Reg. H.S. Art Dept. | Lost wax casting-Artist in residence |
| 9. Eastham Elm. School | Tribal Rhythms/Mask Theater |
| 10. Alicia Quintarno | Storytelling, songs |
| 11. Ed Wert | N.E. Jazz orchestra |
| 12. Marketing Art Making a Living | Workshop and conference |
| 13. Davis Bates and Roger Ticknell | Story and song performance |
| 14. Eastham Cultural Council | Hands on Arts Festival |

The council planned and carried out the very successful Hands on the Arts Festival. Over 5000 people attended the three-day event and over 1200 free art activities were done by the public, on the Green. Three concerts were enjoyed and many functions had a waiting line.

The success of the festival has caused the council to plan a second festival for June 18,19, & 20, 1999 with workshop classes on June 26th. The festival will be bigger with more music, more concerts, theater, and even an evening concert on the Green on June 18th.

The Council was very busy in 1998. Grants were written and received, new projects started, grants given and long range planning started.

We thank again all the people and organizations that have worked with the council and helped us during the year and specifically in facilitating the Hands on the Arts Festival.

The chairman wishes to thank the members of the council for their dedication to cultural excellence that made the Eastham Cultural Council outstanding; Bob Bylaska, Kate Berg, Judy Cicero, Jo Leal Clark, Cindy Hamlin, Donna Knight, Betsie Lind, Maggie Mack, Dilya Smith, Frank Smith, Margaret Van Sant, and Judy Williams.

Respectfully submitted,

Virginia Delaney
Chair

EASTHAM SCHOOL COMMITTEE

Learning is important business in the Eastham Elementary School. On a trip through the school one would see students absorbed in lessons in classrooms, research in the library, projects that reflect imagination and critical thinking, concentration on music and art lessons and health activities in physical education. In response to the goals of Education Reform, our students are striving to meet the Staff's high expectations.

We are proud of our French program initiated this year for all students K-5. Other elementary schools are also including a World language in their curriculum.

Several Nauset Regional High School students have been volunteering in our classrooms including the High School basketball team who emphasize reading in the fourth grade.

We miss John Butler who left after serving several years on our School Committee. We welcome William Sbordon who also serves on the Regional Committee.

The Committee wishes to commend the tireless leadership of principal Dan Shay, his staff, School Council, the Parents Group and all volunteers. Special thanks and gratitude are extended to the citizens of Eastham.

Respectfully submitted,

Marcia C. Nickerson
Chairman

EASTHAM ELEMENTARY SCHOOL

"Respect: Continuous Improvement: All Children can Learn Successfully". . .

continues to be the foundation of all the activities contributed to by staff, students, parents and community volunteers at Eastham Elementary School. Improvement of curriculum standards continues to be the focus as the State Legislature and Department of Education expand upon the Frameworks and their assessment. Inservice education for teachers, additional resources for students, and improvement of the new learning standards are the focal point of our efforts as we integrate reading, science, math and history/social science studies into our daily instruction.

The World Language French Program started in September, after one and one-half years of research and study. The research clearly shows student retention rate is much higher with early introduction/teaching of a second language. In these times of fiscal prudence we appreciated the Town Meeting approval of this new program.

Enrollment projections for the next several years continue to show a decline. The reallocation of fiscal resources to Special Education continues, and the impact of the State curriculum standards upon instructional resources challenges budgetary support of the school.

Volunteers from among our Senior Citizens, Eastham Forum, Council on Aging, Historical Society, and the vigorous involvement of our Parents' Group supports Eastham Elementary's student-centered cultural and academic programs.

Our School Improvement Council, made up of community, teacher and parent members, assists me in the identification of goals and values that contribute to the educational program at Eastham Elementary.

We welcomed several new staff members this year: Janet Edmonson/French Teacher, Monique Fraktman/Grade 5, Susan Forgeron/Intensive Special Education,

Laura Weatherup/Speech, Tammy Adams/Education Assistant, Alice Holland/Education Assistant, Dena McMakin/Education Assistant, Catherine Nagorski/Education Assistant, Susan Spencer/Education Assistant, Jill Weber/Education Assistant and Colleen Wallace/Cafeteria Worker. We wish health and happiness to Mary Johnson, Teacher/Grade 5, who retired effective this school year.

Students from Nauset Regional High School continue to volunteer in several classrooms at Eastham Elementary. Thanks to Mr. Thomas Conrad, Principal, for his support of these programs.

We also appreciate the tireless efforts of the School Committee, Superintendent Gradone and his staff for their assistance and support.

Respectfully submitted,
Daniel E. Shay, Principal

FINANCE COMMITTEE

According to the Town Charter “shall conduct at least one public hearing on the proposed budget, including the school budget, and shall issue printed recommendations and detailed explanations of all financial articles in an annual Finance Committee report...”

The public hearing was held on Sunday, April 18, 1998, and the report was included in the warrant for the Annual Town Meeting held on May 4, 1998. The purpose of this report is to provide a brief summary of the Finance Committee activities during the 1998 Fiscal Year. The Committee held 25 meetings in order to review operating budget requests, capital expenditures, debt expenses and other fiscal matters.

Two issues of particular concern were the development of a Fire Station Building plan that would meet with the voters’ approval, and the need to carefully monitor Fire Department over time expense. In each instance, the Finance Committee endorsed actions that it believed would result in positive outcomes during the 1999 Fiscal Year.

One area of concern from previous years appeared to have abated in 1998. The Tri-Town Septage Plant need for deficit funding was eliminated, in no small measure, due to the aggressive position taken by the Finance Committee.

The Committee must thank Town officials, employees and citizen volunteers for their interest and support of our activities. They are necessary if the Committee is to meet its Charter responsibilities.

Respectfully submitted,
Alfred J. Sette

FIRE DEPARTMENT

The following is a summary of the activity of the Eastham Fire Department and its Emergency Medical Services.

MEDICAL INCIDENTS:

Immediately life threatening	15
Potentially life threatening	306
Sick or injured, not life or limb threatening	888
TOTAL MEDICAL INCIDENTS	1,209

PARAMEDIC CALLS:	371
WALK-IN PATIENTS:	219
TOTAL BLOOD PRESSURES TAKEN:	1,203
MEDICAL MUTUAL AID RENDERED TO OTHER DEPARTMENTS:	36
MEDICAL MUTUAL AID RECEIVED FROM OTHER DEPARTMENTS:	20
FIRE INCIDENTS:	
Service calls/Details/Assistance rendered	58
Vehicle: accidents, extrications, fires, spills	93
Brush fires, unauthorized burning, smoke conditions	50
Appliance, equip. malfunction, fire or gas leak	40
Building/Structure/Chimney fire	22
Automatic fire alarm/Sprinkler system activation (no fire)	63
False alarm/good intent	4
Public utility wires down or arcing	9
Water/Ice rescue	10
Miscellaneous (not classified above)	12
TOTAL FIRE INCIDENT CALLS	361
OTHER FIRE INCIDENTS & INJURIES ON THE FIREGROUND	
Suspicious fire under investigation	3
Fire Department personnel injured	0
Civilians injured	3
TOTAL OTHER FIRE INCIDENTS, INJURIES	6
FIRE MUTUAL AND RENDERED TO OTHER DEPARTMENTS	
TOTAL RENDERED	13
FIRE MUTUAL AID RECEIVED FROM OTHER DEPARTMENTS	
TOTAL RECEIVED	9
CODE MANAGEMENT	
PERMITS ISSUED:	
Oil burners/Fuel storage tank installations	81
Fire/smoke alarms/Extinguishing systems	389
Propane storage	25
Removal of underground tanks	21
Open burning permits	1,090
Miscellaneous not mentioned above	45
TOTAL PERMITS ISSUED	1,651
INSPECTIONS PERFORMED	
Oil burner (and reinspections)	59
Residential smoke alarms (and reinspections)	133
Houses for sale smoke alarms	200
Commercial fire alarms/extinguishing systems	3
Propane storage	13
Fuel storage tank installation/upgrade	45
Remove underground fuel storage tanks	21
Place of assembly/Courtesy	8
Auto service centers/fuel trucks	7

Motels/Inns/Boarding houses	18
Business/commercial (including Restaurants)	34
Inspections after fire loss/Violations	25
Fire prevention presentations	50
TOTAL INSPECTIONS	616

The year 1998 brought several changes effecting the future of the Fire Department and its emergency medical services.

Fire Chief John Austin, Jr., retired after almost 30 years of service. The search for a new chief was ongoing as the year ended.

At the November Special Town Meeting and subsequent debt exclusion vote, Eastham residents approved the construction of a new fire station. The new facility will allow us to better serve you as it will be designed to address current and future needs dealing with pre-hospital emergency medical services, fire suppression, code management, and fire prevention and education.

The Department was able to increase its ability to delivery fire prevention education by 72 percent thanks to a Student Awareness of Fire Education (SAFE) grant received from the Executive Office of Public Safety, Department of Fire Services. We will continue to fight fire through prevention and education.

The members of this Department will continue to strive to deliver the highest quality and most efficient service through crosstraining in fire fighting and pre-hospital emergency medical care.

Respectfully submitted,

Theodore F. Mickle,
Interim Chief of the Department

FIRE STATION BUILDING COMMITTEE

With the affirmative vote on Article 1 of the Special Town Meeting on November 23, 1998, and the override vote approved at the polls the following week, the work of the Fire Station Building Committee has really just begun.

With the preliminary time line established for construction of the new facility and the borrowing, it appears that the impact on the tax rate will be minimized. We have recognized that the Fire & Rescue services is the main life line in the emergency support system for our community. We look forward to a facility that will be dedicated and devoted to meeting the new standards of emergency care and the challenges of future technology.

The proposal that was approved by the voters of the Town of Eastham was a result of much hard work and cooperation between the Building Committee, the Selectmen, the Town Administrator, the Finance Committee and the Fire Department.

The challenges ahead are recognized as significant and the Building Committee will take its responsibility very seriously. We will dedicate ourselves to seek, respect and evaluate individual and collective talents and opinions brought forth at our always public meetings.

The result of our collective efforts will result in a new facility that all residents will be proud to have in the town of Eastham.

HARBORMASTER

The first utilization of the Barnstable County dredge, Codfish in Rock Harbor was completed during the winter months. This project was classified as maintenance work, and alleviated shoaling at the section of the harbor closest to the Bay. A more complete dredging project is anticipated in the next few years.

Efforts continue to provide adequate and accessible parking for the numerous trailers and vehicles at Rock Harbor. A new site has been designated for vehicles without trailers, and the system appears to be working well.

The navigation channel in Nauset Marsh continues to relocate with the changes in inlet configuration, and we have provided many aids to navigation to assist boaters in locating the deep water and avoiding dangers. Additional aids may be required as the channel continues its migration.

Mooring permits for vessels in other areas of the Town waters continue to be of benefit to boaters in the rapid identification of owners in the event of a grounding or other problems. Some 300 mooring permits were issued this season.

Many thanks to those who have helped us during the year.

Respectfully submitted,

Henry Lind
Harbormaster

BOARD OF HIGHWAY SURVEYORS AND PUBLIC WORKS

The Board continued its seventh year of work in 1998 consisting of three members from the public sector who are responsible to the Board of Selectmen as a policy-making/goal-setting body. The duties of the Board include general support and advice to the Superintendent of Public Works and the Board of Selectmen.

Members: George H. Burgess, Chairman, William Reade, Secretary, Donald Schmahl

Projects accomplished in 1998 include the following:

1. Paved the following roads:
Kingsbury Beach Road, Thumpertown Road and Campground Road;
2. Brushing and reshaping of shoulders on various roads;
3. Maintaining, cleaning and replenishing the sand of all Eastham beaches along Cape Cod Bay and maintaining all town landings;
4. Review of Colonial Gas & MediaOne street opening permit requests for conformance with Eastham regulations;
5. Installations of new road drainage basins and cleaning of existing basins;
6. Petition hearings, revisions and approvals of utility companies' plans and improvements;
7. Inspection of private roads that have been petitioned for acceptance by the Town as a public way;
8. Maintaining and cutting all grassed areas of Town-owned property; and
9. Snow plowing, salting and sanding of all Town-owned roads. It should be noted that the Town does not hire outside contractors to plow its roads. All roads are plowed by Department of Public Works employees.

State Funded Projects - Current Projects under Design/Planning

1. The replacement of the Bridge Road Bridge is moving along smoothly and should be completed prior to summer and vacation time. It should be noted this work is entirely being paid for by the state.
2. Reconstruction of a portion of Herring Brook Road in the area of Herring Pond. (As soon as construction and permanent easements can be obtained this project will be put out for construction bids.);
3. Traffic & reconstruction improvements along Route 6. Plans and construction to be paid for by the state.
4. The resurfacing and reconstruction of various streets;
5. Miscellaneous drainage basin repairs and improvements

The Board looks forward to continuing our amiable relationship with the Town Administrator, Selectmen and DPW Superintendent, and above all, to serving the citizens of Eastham to the best of our abilities. We also want to thank the people in the DPW for their skills and dedication in the performance of their arduous duties. We invite all interested citizens of Eastham to our meetings which are scheduled for every other Thursday at 4:00 p.m. in the Highway Department garage's cafeteria.

Respectfully submitted,

George H. Burgess, Chairman

EASTHAM HISTORICAL COMMISSION

The Eastham Historical Commission held monthly meetings at the Public Library. Major events during the year involving the Commission were: completion by a preservation consultant of nominations to the National Register of Historic Places; a public hearing under the Town of Eastham By-law "Procedure For The Demolition of Historically or Architecturally Significant Buildings"; review and comment on local initiatives of the Cape Cod National Seashore; participation in the Fort Hill Consortium; submission of a matching grant request to the Massachusetts Historical Commission.

Under a matching grant from the Massachusetts Historical Commission awarded in 1997 a preservation consultant has completed nominations to the National Register of Historic Places for the Cove Burying Ground, Bridge Road Cemetery; Eastham Center Historic District and Collins Cottages Historic District. Final approval of these nominations by the Secretary of the Interior is expected in 1999. In addition, the consultant recommended the establishment of a National Register district in the Bridge Road-Dyer Prince Road area.

In May the Commission held a public hearing pursuant to the Town's demolition delay by-law for historically or architecturally significant buildings. The owner of the "Harvey House" at 1150 State Highway applied to the Town for a permit to demolish the structure which dates from the last quarter of the 19th century and was included in the Commission's historic house inventory. The Commission voted to delay this action for 180 days citing its "preferably preserved significant structure" paragraph of the by-law, and agreed to work with the owner to find an alternate solution. At the public hearing an Orleans contractor announced he had negotiated acquisition of the property for the purpose of moving the house. Presently it is scheduled to be moved to another location in Eastham.

In May the Cape Cod National Seashore applied to the Massachusetts Historical Commission for permission to demolish the French Cable Hut, a structure listed in the National Register of Historic Places and located at Nauset Light Beach. Since then the Commission has been a party to discussions with those agencies as to an

appropriate action. The building has been moved back from the eroding cliff, stripped of its non-historical accretions and covered to prevent further deterioration. Final action awaits completion of an archaeological report.

In September the Commission reviewed the recently released Cape Cod National Seashore document, "Site Plan and Environmental Assessment: Fort Hill." The Chairman was instructed to notify the Seashore Superintendent that the plan met with Commission approval with minor reservations.

As reported in the 1996 Annual Town Report the Commission took the lead in forming the Fort Hill Consortium to assist the Cape Cod National Seashore in preparing a National Register of Historic Places nomination for a Fort Hill Rural Historic District. The nomination was completed in September and forwarded to the Massachusetts Historical Commission. It was written by Consortium member Sarah Korjeff, Preservation Planner for the Cape Cod Commission. Consortium comments on the "Site Plan and Environmental Assessment: Fort Hill" were delivered by Consortium Chairman George Abbott at the public hearing held by the Seashore in late September.

The Commission has filed a preliminary intent to apply for matching funds offered by the Massachusetts Historical Commission for the coming fiscal year. If authorized to submit a formal application, the Commission will request professional assistance to conduct further inventory of historic properties and to nominate the Bridge Road-Dyer Prince Road to the National Register of Historic Places.

The Chairman wishes to express his appreciation to Commission members for their faithful participation in the work of the Commission during the year: Vice Chairman Edward Bolton, Charles Deane, Edmond Harnett, Nancy Heller, Linda McCausland and Kathryn Sette. The Chairman also wishes to thank Sarah Korjeff, Preservation Planner, Cape Cod Commission, for her invaluable contributions to Commission programs.

Respectfully submitted,

George Abbott
Chairman

EASTHAM HOUSING AUTHORITY

The Eastham Housing Authority (EHA) successfully acquired four duplexes for an additional eight units in 1998. The units were funded in part by Federal HOME funds through the Massachusetts Department of Housing and Community Development and the Barnstable County HOME Consortium. The Lower Cape Cod Community Development Corporation also participated. The new units known as the "Eastham Duplexes" will be administered pursuant to Federal guidelines. The EHA continues to operate the two duplexes known as the "Fay Shook Garden Homes" which had been purchased pursuant to Town Meeting vote and funding.

The Orleans Housing Authority under the direction of Vicki Goldsmith remains under contract with the EHA for the professional administration of all twelve units now under the control of the EHA.

An EHA proposal to construct ten residential housing units on ten acres of the sixty-three acre Town parcel known as the Roach Property was not passed at Town Meeting in 1998. Voter concerns included the necessity of the land for groundwater protection, the lack of a master plan for the sixty-three acre parcel, and the impact on the existing resources of the Town and its existing population of working people and retirees.

The difficulty of finding affordable housing for young and old alike shall continue to face the Town. The EHA is grateful to long time affordable housing advocates

Elizabeth Simmons, Bernard Kaplan, Walter Ross, and Mary Lou Petit who concluded many years of service to the EHA in the past year.

During 1998 and early 1999, the EHA replaced several septic systems. The authority also filled several tenant vacancies during the year and as of January 1999, there were 24 applicants of which 13 were local families on the waiting list. In the coming year, the EHA shall continue to pursue affordable housing options, oversee the administration of the existing twelve units, and support zoning changes which may provide for more affordable housing through the private sector.

HUMAN SERVICES ADVISORY COMMITTEE

The Committee prepared a pamphlet describing agency services for distribution through the Eastham Forum at Town Meeting to acquaint residents with the services supported through town funding.

Applications for town support were accepted in September. Fifteen agencies made official applications. All of last year's applicants were included, as well as the Children's Place which did not apply in 1997, but had received town support for many years.

The Committee met almost weekly from October through December 8th to interview the representatives of the agencies. These discussions focused on the needs presented by Eastham residents, projections for the future, changes in program and administration, and other financial issues faced by the clients and the agencies serving them.

The agencies reported that the current economic climate poses some complex problems here on the Cape and in Eastham. The "good times" have passed by many families, leaving them very vulnerable. The housing boom and increase in house prices has accelerated the loss of affordable units for rent or purchase for Eastham residents. Agencies reported that even families with both parents working are also unable to keep up and there is a marked increase in requests for assistance for food, shelter and utilities.

Available employment is frequently in low wage sectors, such as retail and service positions and is largely part-time, without benefits, and erratic as well as seasonal in nature. Flexible day care for infants and toddlers is needed, but can cost more than rent. After school care can undo a family budget, particularly for a working single parent. Existing programs cannot meet the need.

Health and mental health agencies also reported continued cut backs by managed care and insurance programs, severely limiting services permitted clients in need. Domestic violence, alcohol and drug problems continue to require additional agency resources, and the amount of service is affected by government and insurance restrictions.

All of the agencies we met with are struggling to do more with less and to find innovative ways to continue needed services and to secure needed funding.

We have submitted our budget recommendations to the town administrator. Because of the return of the previously funded agency, the Committee limited its request to small increases in the most vital areas of child care, assistance with basic needs and health and domestic violence. Town support is essential to the welfare of our town's residents, and we feel that an even larger town commitment to human services is more than justified.

INFORMATION BOOTH

In 1998, the Information Booth was open for 106 days, welcoming just over 30,000 families. A few lost tourists were looking for former President Bush's home; others were confused by the Cape Cod Tunnel Permits and wanted to find the "secret" tunnel. One man was told that it would take 45 minutes to drive from Boston to Provincetown, and was dismayed when learned the truth.

We hope to see everyone again on Memorial Day Weekend. Thanks again to Yvonne, Rick, and Bob at Town Hall for all your help. And a grateful thank you to my wonderful co-workers: Ann Bengston, Marcia Nickerson, and Pat Rego.

Respectfully submitted,

Connie Terhune

Information Booth Supervisor

EASTHAM PUBLIC LIBRARY

CENTENNIAL! That was the theme of 1997-98 as the Eastham Public Library celebrated 100 years in the building at 190 Samoset Road. Programs in honor of the centennial were held monthly from June 1997-July 1998 at the Library, the Chapel-in-the-Pines, and the Eastham United Methodist Church. Highlights of these exceptionally well attended programs were: George Higgins on HOW TO SPEAK LIKE A CAPE CODDER in September 1997 (95 in attendance), Henry Lind on Eastham's coastline and environment in October 1997 (150+), 4 speakers sharing Eastham's native delicacies in November 1997 (89), Ed and Shirley Sabin on the Penniman House in January 1998 (84), Sheila Garry on gardening in March 1998 (79), Ken Kinkor on pirates and whaling in April 1998 (83), and Don Sparrow on the Rum Runners in May 1998 (123).

On January 8, 1998, 75 people came on a blustery rainy day to celebrate the actual 100th birthday of the library building, take part in a ribbon cutting, and enjoy cake and punch. An open house on July 19, 1998 marked the culmination of the centennial year with a reunion of former and current staff, trustees, volunteers, and friends of the library. 125 people came to the library on a beautiful day which also marked the dedication of a time capsule. The oral history tapes of local Eastham residents, made available by a grant from the Eastham Cultural Council and the Massachusetts Cultural Council were also dedicated.

During the year, many improvements to the library building took place. Exterior lighting was installed on all four sides of the building making it safer and more attractive at night. An additional heating and cooling zone was installed on the upper level. Most significantly, the interior of the entire building was painted by custodians Bob Varley and Rick Giguere. An additional CLAMS computer catalog terminal was added as well.

The library continued to receive memorial bequests and monetary gifts. These helped add needed materials in the children's and adult collections. Our thanks and appreciation to all who have supported the library in this way.

A patron survey was developed by the Trustees in September 1997 and provided helpful information for future planning. This together with the library long range plan form the foundation for the library in the years to come. At the May 1998 annual Town Meeting, voters approved an expansion/renovation of the library as part of the 5-year Capital Plan. Preliminary planning is underway.

With the wealth of centennial activities, other adult and youth programs (including another successful summer reading program), it is no surprise that circulation increased by over 5000 to 94,389 for FY 98 (3rd highest per capita on Cape Cod).

Many thanks to all who have made this such a successful year especially the volunteers and the Friends of the Library.

Respectfully submitted,

Sue Lederhouse, Library Director

Ian Aitchison, Chair, Board of Trustees

LONG RANGE PLANNING ADVISORY BOARD

The Long Range Planning Board is charged with monitoring the implementation of the Eastham Long Range Comprehensive Plan approved by town voters in October 1996.

During 1998 Eastham has seen significant increase in year round vehicular traffic, seasonal visitors and new home construction occurring more rapidly than has been projected by the CCC. All of this has suggested heightened concerns about aquifer protection, provision of more town services, changes in revenue and cost for the town, additional pressure for more affordable housing, passage of the Land Bank Bill with opportunity for more land acquisition for open space, recreation, etc. There has been increased momentum towards full build-out earlier than predicted and more urgent need to effect rational Long Range Planning.

These activities toward fulfillment of the Comprehensive Plan have been monitored by the LRPAB:

- The May 1998 Town Meeting had 11 articles affecting implementation of the comprehensive Plan.
- The LRPAB has been active with the Water Resources Advisory Board, the Conservation Commission, Open Space Committee, the Lower Cape Cod Community Development Corporation, the Eastham Forum and Housing Authority, Historic Preservation Commission, all as they affect septic wastage, water quality, land acquisition, Housing, upgrading civic facilities, preservation of historical sites and growing traffic problems.
- The LRPAB has initiated exploratory consideration of the future of Eastham's three Town Centers - (1) The Civic Center - Town Hall, Police and Fire Stations, Library, Recreation Field, Wind Mill Green and adjacent US Post Office. (2) Historic District - The Old Town Hall and School House and the National Parks Visitor's Center. (3) The Brackett Road Route 6 Area Commercial Center - which includes shops, service stations, banks, restaurants, US Post Office and Holmes Road Industrial area.

This latter suffers most from both traffic congestion and haphazard growth. It has been cited as the area of one of the highest accident rates on the Cape. The LRPAB has projected several potential reconfigurations of Route 6 and prospective local alternative access roads, aesthetic improvements, land preservation and planning development for the area.

This initiative has involved the Cape Cod Commission, Eastham Chamber of Commerce, representatives from the Board of Selectmen, several town committees and presentations by a professional community planning company.

New Maps and other visual presentation material has been developed showing current problems and projected changes. This work continues as a high priority for the LRPAB.

Respectfully submitted

Walter F. Ross Chairman

NATURAL RESOURCES DEPARTMENT

The conclusion of the El Nino weather pattern resulted in a mild winter with minimal snow, and substantial rainfall during the spring months. However, the remainder of the year was relatively dry and by year's end the groundwater condition was lower than usual. Subsequently, the opposite La Nina weather pattern emerged in the autumn, and cycles of warm followed by cold weather dominated the early winter months.

One characteristic of the unusually mild winter was the appearance of a Red Tide closure in Salt Pond during the month of April — nearly two months earlier than observed in previous years. The outbreak correlated with observations of phytoplankton taken at weekly intervals as part of a statewide effort to better define the details of the phenomenon. The Aquaculture Development Area at Boat Meadow experienced limited success this year due to the inability of growers to obtain seed shellfish from the hatcheries. A catastrophic failure of two major suppliers created a huge demand and the remaining hatchery was unable to supply all the needs. Consequently, activity was limited to recruitment of natural seed stock and a minor amount of hatchery stock. It is hoped that the supply will be available for the coming growing season.

Again this year no Bay Scallops were harvested from the waters of Cape Cod Bay or Nauset Marsh during the year. Statewide, a trend is evident that the scallop population is in decline, and efforts are underway to attempt to understand the factors causing this situation.

Two grant applications which were submitted by this department were funded for research concerning the blue mussels and sea clams. One project concerned the recent shortage of blue mussels, a species which is popular for recreational fishing. The results of the work are development of a strategy to harvest mussel seed in large quantities using a floating material which provides suitable surface area for setting. Additionally, it was determined that the likely cause of recent setting failures can be attributed to green crab populations throughout the marsh system. Different protective devices are being evaluated to minimize predation during the winter months with the hope that a substantial population can be revitalized.

The number of shellfish permits issued remained steady. A total of 2,361 permits were issued as follows: 40% to residents and taxpayers; 16% issued to tenants or families renting property; 3% to non-tenants; 33% were issued free to residents and taxpayers over 65 years of age, and 8% were issued to commercial harvesters.

We again thank all those people and agencies who have helped our department during the year.

Respectfully submitted,

Henry Lind
Natural Resources Officer

NAUSET REGIONAL SCHOOL COMMITTEE

Academic achievement and improved communications with parents, the public and town officials were priority issues for the Nauset Regional School Committee this past year. Much progress was made on both fronts during the first year of a Strategic Plan implementation.

We are pleased with the accomplishments of Nauset's first Director of Curriculum and Instruction, an essential ingredient in overseeing a balanced and

coordinated curriculum that properly prepares students for state mandated achievement tests.

In the past year, the committee also has placed stronger emphasis on public involvement in decision making, including a pro-active effort to solicit parental and other public comment at committee meetings and during the development of policies. In addition, we have worked to improve communications with town officials during the drafting of budgets that reflect both fiscal responsibility and commitment in quality education.

Significant progress that fosters a better learning environment was also made at the Nauset Regional High School and Middle School. At the high school, a new rotating block increased teaching time by more than 14 percent, and the development of a new advisor-advisee program helped prepare incoming freshman. A summer reading program was also successfully implemented. At the Middle School, higher academic standards were implemented through specialized writing and math programs.

Respectfully submitted,

Truman Henson, Jr., Chair

OLD TOWN CENTRE HISTORIC DISTRICT COMMISSION

The Old Town Centre Historic District Commission approved construction of a new dwelling in the district during this past year. The Commission was primarily interested in the materials, scale and massing since it is situated far back and only partly visible from the street.

The Commission has received complaints about the changes to the signage and appearances, in general, at the commercial property in the district. The group spent an entire meeting discussing its options in dealing with this. Members are working with old photographs and some taken this summer to document changes before continuing.

Regular meetings on a quarterly schedule have been held and are planned for the future. A meeting with the Historical Commission was held and the two Commissions will continue joint meetings at least once a year.

Respectfully submitted,

Kathryn D. Sette, Chairman

PUBLIC ACCESS COMMITTEE

This year with the addition of a new ramp at the Visitor's Center and the ramping of the Recreation Office the Town (with the addition of the new fire and rescue station) has all of its buildings in compliance with the A.D.A. standards. We have recommended an automatic door opener for accessibility to Town Hall as a necessary improvement. We can all take pride in a Town Administration that has led the way in making Eastham 100% accessible.

Henry Lind and the Natural Resources Department have successfully completed the third of a five year plan of accessibility for our parks and beaches.

- All beaches now have wheelchair accessible port-o-potties.

- Through a grant and the cooperation of students from the Lighthouse School a special ramp has been installed almost to the high water mark at First Encounter Beach. This provides access for wheelchairs, strollers and the elderly with hip problems.
- Richard Adelman and Grady Scholl cooperated in preparing a grant request submitted by the Natural Resources Dept. that this coming year will make Wiley Park totally accessible with the addition of a new permanent dressing room and toilet and have available our first beach accessible wheelchair.
- Cook's Brook Beach which was ramped in the summer of '97 was no longer ramped in '98. The ramp was destroyed when driven upon by vehicles. Members of the Committee received complaints about this. We hope it can be rectified in '99.

The web sites of the Best Read Guide and the Chamber of Commerce now carry the information provided on Eastham's accessibility brochure. We received our first serious response to these web sites with a call from Raleigh, NC. With information supplied by P.A.C.E. North Carolina is now undertaking a serious effort to make it's barrier beaches accessible.

The Town's accessibility guide widely distributed at Windmill Weekend (600 copies) was also mailed to interested people. A party of six summer visitors credited the brochure with their choosing Eastham as a vacation destination. This year copies of the brochure were put in large print for the sight impaired and distributed at the Council on Aging.

The Friends Helping Friends program at the middle school continues to meet with a favorable response. The P.A.C.E. members awarded 57 individual Certificates of Merit to participants.

Six new ramps were added to shops, restaurants and the veterinary clinic. The 1998 survey shows good figures to date.

District 1	16 establishments	12 accessible
District 2	18 establishments	11 accessible
District 3	43 establishments	29 accessible

As we enter the new millennium year P.A.C.E. will increase its effort to have Eastham fully accessible. With the completion of the new fire and rescue station all Town buildings will be accessible. We will continue to encourage accessibility of historic buildings and those businesses that have not yet complied with State and Federal law.

We are most fortunate to live in a community in which the Town Administrator and the Board of Selectpersons have taken the initiative in A.D.A. compliance and in seeking grants to further the accessibility of our beaches and ponds. Special thanks to Henry Lind and the Natural Resources Dept. for their attention to all matters of accessibility. With Mark Powers taking over beach supervision, we have been assured of continuing the momentum. We also want to acknowledge the effort being made by the Eastham Chamber of Commerce and the majority of business people who are continuing to work to make Eastham 100% accessible.

Special appreciation must be expressed for the serious and dedicated effort being made by Richard Adelman, Charles Farrell, Howard Carpenter, Doris Curtice, Jeanette Marcucci, Elinor Kern and Grady Scholl making this year's accomplishments possible.

David Paul Kern, Chairman

OPEN SPACE COMMITTEE

This past year, the Town of Eastham Open Space Committee has been very gratified to realize some results from many months of working together.

Some of this year's highlights are:

1. The submission of the draft of the Town of Eastham Open Space Plan to the Office of Environmental Affairs. This has resulted in the Town's receipt of a letter stating "this draft has made Eastham eligible for the FY 2000 grant round".

2. The Open Space Committee advocated and then received Town approval to add a line item on the Capital Plan specifically for local land acquisition.

3. Drafted criteria, as part of the Open Space Plan, for how properties can be considered as Open Space purchases.

4. Studied, discussed and visited on-site a sixteen (16) acre parcel of land on Smith Lane in Eastham which met the criteria for Open Space Purchase. The Open Space Committee then recommended it to the Board of Selectmen for their approval.

5. Completed a detailed review of H5568-The Cape Cod Open Space Land Acquisition Program. Following our Committee's positive recommendation to the Board of Selectmen, they voted to give their unanimous approval to H5568.

6. A computerized list of properties, with the size of one acre or more, in the Town of Eastham, has been compiled, so that there is now a categorized property list meeting Open Space criteria, if purchases in the future are considered.

The Town of Eastham Open Space Committee would like to thank the Board of Selectmen and all who have been supportive of the goals of this Committee.

Respectfully submitted,

Louis Carlsen, Chairperson

PLANNING BOARD

During the fiscal year ended June 30, 1998, the Planning Board met eighteen times. Mr. Kevin Holland joined the Board in January as an alternate for Special Permit Granting Authority under Site Plan Approval.

Changes to the Planning Board Meeting procedures were approved as well as a change of the regular meeting date from the second Thursday of the month to the second Wednesday of the month. The Board will also meet on the fourth Wednesday of the month should case load require it. Several changes to the Zoning Bylaws were drafted and approved for recommendations to Town Meeting.

Guidelines and Regulations governing Communications Towers were completed and approved by the Board. The Board is currently rewriting the Eastham Subdivision Regulations and should have them completed next year.

During Public Hearings held the Board approved one Subdivision Plan, endorsed two Approval Not Required Under Subdivision Control Law Plans, granted three Special Permits for Site Plan Approval and waived Site Plan Approval Requirement on one minor project. The Board also held Public Hearings for two road name changes that were approved.

POLICE DEPARTMENT

I hereby submit my report for the activities of the Eastham Police Department for 1998. We have continued to receive funding for our Community Policing initiatives and DARE programs. These funds allow us to continue our School Resource Officer at Nauset Regional High School and operate our Citizens Police Academy. Our civilian Domestic Violence Liaison person is funded for an additional year. The police department is operating a new WEB page on the internet effective August 1998. Due to the sweeping changes in the Gun Laws of the Commonwealth I would urge all permit holders to come in for renewals at least 60 days in advance of their expiration dates.

Due to the retirement of Lt. Murray there were several changes in the personnel department this year. Lt. Richard Hedlund has performed exceptionally well during the year and has acted as Chief of the department for 6 weeks during my absence for a brief illness. Sgt. Pierpont has graduated from the Babson Command Institute after completing three weeks of command training. Officer William Quigley has joined the department full time to fill the vacancy created by the retirement. He brings twelve years of experience with Chatham P.D. with him. Officer Raymond Blauvelt has been trained as a DARE officer and is now providing service to the Eastham Elementary School.

We will continue to strive to make Eastham a safe community and continue our efforts to maintain control over the accidents on Rt. 6. We look forward to upcoming safety improvements to Rt. 6 in the near future. We would like to thank the citizens for the support shown for their Police Department and we pledge to provide public safety services "In Partnership With Our Community".

Respectfully submitted,

Donald Watson
Police Chief

TOWN REPORT 1998 FOR POLICE DEPARTMENT PERMITS/LICENSES/MOTOR VEHICLE

Bicycle Registrations	1
Copies of Reports	238
F.I.D. Cards	29
Firearms Dealer License	1
Machine Gun Permits	3
Pistol Permit Photographs	55
Pistol Permits	69
Private Duties Billed	150
Motor Vehicle Citations	
a. Warnings	1,046
b. Civil/Complaints	735
c. Arrests (vehicle)	146
	1,927
Fines Collected Motor Vehicle	\$37,915.00
Fines Collected Non Motor Vehicle	\$4,149.50

COMPLAINTS RECEIVED AND/OR INVESTIGATIONS AND SERVICES PROVIDED

PART ONE INCIDENTS

Homicide (Motor Vehicle)	1
Rape/by Force	3
Assault & Battery	23
Assault/Other Dangerous Weapon	12
Burglary-Forcible Entry	18
Burglary-No Force	3
Burglary-Att. Forcible Entry	8
Larceny-Except Motor Vehicle	131
Larceny-Auto	3
Arson	1
Forgery	2
Fraud/Con Games	5
Stolen Property	10
Recovered Stolen Property	3

PART TWO INCIDENTS

Abandoned Motor Vehicle	3
Acc. Death/Suicide	1
All Other Traffic	6
Attempted Suicide	1
Child Neglect	2
Death Investigations	10
Defrauding An Innkeeper	2
Disorderly Conduct	2
Elder Abuse	1
Hazards	95
Incapacitated Persons	60
Liquor Laws	13
Lost/Found Property	170
Mentally Disturbed Persons	14
Missing Persons	22
Narcotics Drug Laws	18
Operating Under Influence	24
Other Offenses	4
Phone Offenses	32
Runaway Under 18	2
Sex Offenses	4
Trespassing	26
Unlawful Disposal of Rubbish	8
Vandalism	138
209A Violation or Service	53
Violation of Town By-Laws	52
Weapons/Posses.	3
9-1-1 Abandoned Calls	114

SERVICE INCIDENTS

Animal Complaints	394
Assist to Motorist	30
Assist to Other Depts.	183
Assist to PD	198
Assist to FD/ Resc.	267
Barn Inspections.	24
Burglar Alarms	335
Business Checks	123
Civil	105
Disabled Motor Vehicles	178
Dog Complaints	456
Domestic Problems.	43
Equipment Tags	1
Escorts.	49
Hazards	95
House Checks	133
Hunter Complaints	5
K-9 Use	21
Lock Outs.	181
Medical Assists.	7
Messages Delivered	26
Minor Accidents	137
Miscellaneous.	261
Miscellaneous Traffic	221
Noise Complaint	160
Reassurance Program	388
Service to Homeowner	153
Summons Served.	46
Suspicious Incidents.	75
Transportation.	107
GRAND TOTAL OF INCIDENTS.	5,250

MAJOR ACCIDENTS 1998

Major Accidents	146
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DAYS OF THE WEEK

Sunday.	19
Monday	24
Tuesday	22
Wednesday	18
Thursday	24
Friday.	21
Saturday.	18

COMMUNICATIONS CENTER

The Eastham Communications Center provides emergency telephone and radio communications to all of the Emergency Services Departments in the Town on a 24 hour a day basis. The installation of the new statewide 800 Megahertz Radio System is still in progress by the Barnstable Radio Technicians. Progress has been very slow due to state funds being slow coming to complete the various phases of the project. The new antennae tower is completed and the lattice tower has been removed. Communications on the existing system improved with this transition. All of the telecommunicators will be updating their Emergency Medical Dispatch certifications this year. We thank the community for its support.

RECREATION COMMISSION

The Recreation Commission provides organized programs for children ages 3 to 14. A registration fee is charged for each activity to offset the cost of equipment, part-time employees and umpires.

Programs include swimming, playground activities, soccer, field hockey, flag football, skate boarding, boys and girls basketball, softball, baseball, and summer basketball. These programs utilize The Nauset Regional High School, The Nauset Regional Middle School in Orleans, The Eastham Elementary School, Wiley Park on Great Pond, the ball field complex behind town hall, and The Jean Finch Skateboarding Park in Orleans.

This year the commission saw a dream come true with the hiring of Mark Powers as Recreation and Beach Services Director. He has improved the organizing of the soccer and basketball programs. Mark and the Commission are very committed to developing new programs for a larger age group.

A continuous challenge is to recruit parents and friends to umpire, coach, and support our various programs. Interested persons should contact Mark at the Recreation Dept. (240-5974).

The committee meets the first Tuesday of each month at 7pm at the Recreation Building. All are welcome.

Respectfully submitted,

Warren Kerry, Chairman

RECYCLING ADVISORY COMMITTEE

The Eastham Recycling Advisory Committee serves to further the recycling policies of the Town of Eastham. During 1998 the ERAC was involved in the following:

- Intensified understanding of unit-based pricing (volume-based, PAYT) for trash disposal and its possible applicability for Eastham. Efforts included interaction with other similar communities in Southeastern Massachusetts, the Massachusetts Dept. of Environmental Protection, the Cape Cod Commission, Eastham DPW and Eastham Town Government.
- Participated in the Massachusetts DEP's Municipal Recycling Incentive Program from which Eastham received a small grant. A by-product of MRIP was the adoption by the Town of a Buy Recycled purchasing policy which promotes a preference for the purchase of recycled products.

- Participated in America/Massachusetts Recycles Day by putting on an event at the Eastham Transfer Station and Recycling Facility at which products made from recycled materials-and articles available for reuse (Eastham Stock Exchange) – were displayed.
- Communicated recycling information through Channel 8, increased press mention and other interaction including the sale at Windmill Weekend of an additional forty composters.
- Prepared the 1999 Municipal Recycling Data and Grant material required by DEP. The FY1999 recycling rate based on the total waste disposed is estimated at 19% compared to last year's 18% rate. From last year's grant Eastham received money for recycling announcement cards and related distribution.

Bill Mines, longtime ERAC Clerk, died in 1998. He was an active and dedicated member.

Respectfully submitted,

Bob Chesney, Chairman

CAPE COD REGIONAL TRANSIT AUTHORITY

The Cape Cod Regional Transit Authority (CCRTA) provided 35 different Eastham residents with door-to-door B-bus service during the fiscal year (FY) 1998. A total of 2669 trips (a ride to a destination and return count as two trips) were provided for these 35 Eastham residents during this period. The assessment to the Town of Eastham for FY98 is \$7,963. It should be noted that the riders also pay fares according to the miles involved. The total B-bus passengers in the Fifteen Cape Towns for FY98 was 217,566 as compared to 226,570 in FY97.

CCRTA provided increased intercity coach service to Eastham by partial subsidizing the Plymouth and Brockton (P&B) from Provincetown to Hyannis. During the FY98 P&B operated four round trips during the off season as compared to two that were traditionally operated. Ridership on this route decreased 5.3% from 31,400 in FY97 to 29,755 in FY98. In February P&B notified CCRTA that the daily round trips would be reduced to two during the off season. P&B reduced this trip frequency because of a reduction in state subsidy for this route.

CCRTA continues to participate with the Lower/Outer Cape Community Coalition to coordinate routes and schedules now provided by CCRTA, P&B, Councils on Aging, human service agencies and private non-profit organizations. A new Human Services Transportation Coordinator position was created by CCRTA. The new coordinator is to have started in this position on March 1, 1999.

Respectfully submitted,

Donald Sander, CCRTA Representative.

SEARCH COMMITTEE

The Search Committee continues to be active in recruiting individuals to participate in town government through serving on the various boards, committees and commissions which play such an important role in the governing process in the Town of Eastham.

Being blessed with an active and committed group of people in the town, the Search Committee work moves along very smoothly. There exists a wonderful reservoir of talented people willing to commit their time and their talent to public service.

An important component in the success of our work is an extremely cooperative Town Hall, Town Administrator and Board of Selectmen. Knowing that we have this support makes the Search Committee work considerably easier and very rewarding.

If you are not a part of our Talent Bank file, please pick up a volunteer form at the Library, Post Office or Town Hall and join a group of more than 150 of your friends and neighbors currently serving the Town of Eastham in a variety of capacities on town governing boards. We are sure you will find it a rewarding and stimulating experience.

Respectfully submitted,

Harold Goemaat
Chairman

SUPERINTENDENT OF SCHOOLS

Education reform became law in Massachusetts in 1993; in 1998, it came of age.

Last May, virtually every fourth, eighth, and tenth-grader in the state took the first Massachusetts Comprehensive Assessment Tests in English, mathematics, and science. A history test will be added this year. In four years, high school students will have to pass these examinations to earn a diploma. This year's results were encouraging, but Nauset and Eastham must improve, just as every school system in the state must. We are well-positioned to meet the high standards set by the commonwealth. Our 1998 scores compare favorably with other systems, typically placing Nauset schools at the top quarter statewide. Curriculum and staff development continue at a brisk pace, led by Nauset's first Director of Curriculum and Instruction, Linda Medeiros Stevens. New programs have been added, extending the school day for students who need more instructional time, and adding Saturday classes at Nauset High School. We expect to offer a variety of summer programs in 1999. We are committed to graduating every student who is willing to make the effort necessary to succeed.

Eastham Elementary School distinguished itself this past year with the addition of a Foreign Language program that puts the school in the forefront statewide. As the Commonwealth moves forward with plans to add a foreign Language requirement to its graduation criteria, Eastham students will be well prepared to succeed. In all other regards, the school has maintained its traditional commitment to achievement in the basic skills. Under the leadership of Principal Dan Shay, Eastham Elementary School is ready to move ahead in the Reform Era.

The challenges of public education in 1999 are greater than at any time in recent memory. Your public schools are ready to meet those challenges, with the continuing support of the townspeople. We are grateful for your support in the past, and confident we will continue to deserve it in the future.

Respectfully submitted,

Michael B. Gradone

TOWN ACCOUNTANT

I wish to express my thanks to the Board of Selectmen, Town Administrator, Department Heads, and various Board members for their continued support. In addition, the Accounting Department wishes to thank all the employees and the many volunteers for their cooperation during the past year.

The Accounting Department continued making improvements in the internal control procedures to ensure the assets of the town are safeguarded. New audit and computer programs are now in place to improve the strengths of our financial systems. We continue to work on the integration of the computerized system with the Tax Collector/Treasurer's and Assessor's Officers.

In compliance with the provisions of Chapter 41, Section 61 of the Massachusetts General Law, I hereby submit the following reports for the Town of Eastham. The reports are for the fiscal year ending June 30, 1998, unless otherwise stated.

Schedule A	Balance Sheet
Schedule B	Debt Schedule
Schedule C	Summary of Receipts
Schedule D	Summary of Appropriations & Expenditures
Schedule E	Appropriations Balance as of 12/31/98
Schedule F	Salaries and Wages Paid in Calendar Year 1998

Respectfully submitted,

David L. Ryan
Town Accountant

Town of Eastham, Massachusetts
SCHEDULE A
Combined Balance Sheet - All Funds and Account Group

June 30, 1998

	<u>Governmental Fund Types</u>			<u>Fiduciary Fund Types</u>	<u>Account Groups</u>	Combined Totals (Memorandum) Only
	General	Special Revenue	Capital Project	Trust & Agency	General Long-Term Obligations Group	
ASSETS AND OTHER DEBITS						
CASH AND SHORT-TERM INVESTMENTS	\$2,618,985	\$169,818		\$196,732	—	\$2,985,535
INVESTMENT IN DEFERRED COMPENSATION	—	—	—	—	—	—
RECEIVABLES:						
Real Estate & Personal Property	224,128					224,128
Real Estate Tax Liens/Deferred	146,216					146,216
Motor Vehicle and Boat Excise	129,277					129,277
Intergovernmental	3,000	133,096				136,096
Other	27,320	162,065		138,291		327,676
DUE FROM OTHER FUNDS						—
TAX FORECLOSURES	24,375					24,375
AMOUNT TO BE PROVIDED FOR RETIREMENT OF LONG TERM DEBT	—	—	—	—	3,570,000	3,570,000
TOTAL ASSETS & OTHER DEBITS	\$3,173,301	\$464,979	—	\$335,023	\$3,570,000	\$7,543,303

	<u>Governmental Fund Types</u>			<u>Fiduciary Fund Types</u>	<u>Account Groups</u> General Long-Term Obligations Group	<u>Combined Totals (Memorandum) Only</u>
	<u>General</u>	<u>Special Revenue</u>	<u>Capital Project</u>	<u>Trust & Agency</u>		
LIABILITIES & FUND EQUITY						
LIABILITIES:						
Warrants Payable	\$205,144	\$41,378	\$31,936			\$278,458
Reserve for Abatements	90,156					90,156
Other Liabilities	77,209	2,445				79,654
Deferred Revenue	395,161	175,065				570,226
Due to Other Funds	—		95,902			95,902
Accrued Compensation Absences	—					
Bonds and Notes Payable	—	—	1,213,563	—	3,570,000	4,783,563
TOTAL LIABILITIES	<u>767,670</u>	<u>218,888</u>	<u>1,341,401</u>	<u>—</u>	<u>3,570,000</u>	<u>5,897,959</u>
FUND EQUITY (DEFICIT):						
Reserved for:						
Nonexpendable Trust Funds				120,450		120,450
Encumbrances and Continuing Appropriations	388,488					388,488
Reserved Fund Balance Expenditures	755,157					755,157
Designated for Scholarship Loan				138,291		138,291
Unreserved Fund Balance	<u>1,261,986</u>	<u>246,091</u>	<u>(1,341,401)</u>	<u>76,282</u>	<u>—</u>	<u>242,958</u>
TOTAL FUND BALANCES	<u>2,405,631</u>	<u>246,091</u>	<u>(1,341,401)</u>	<u>335,023</u>	<u>—</u>	<u>1,645,344</u>
TOTAL LIABILITIES AND FUND EQUITY	<u>\$3,173,301</u>	<u>\$464,979</u>	<u>—</u>	<u>\$335,023</u>	<u>\$3,570,000</u>	<u>\$7,543,303</u>

DEBT ACCOUNT
June 30, 1998
SCHEDULE B

NET FUNDED ON FIXED DEBT:		
Inside Debt Limit:		
General:		
LOANS AUTHORIZED:		
Transfer Station Construction:		
Equipment Loan-Front End Loader:		
Affordable Housing Duplex Purchase:		
Fire Pumper/Tanker Purchase:		
TOTAL		
BONDS AUTHORIZED:		
Elementary School Addition:		
Library Building Addition:		
Lamont Smith Land Purchase:		
Horton Property Land Purchase:		
Regional Septage Treatment Plant:		
Police Station Construction:		
Highway Facility Construction:		
Town Hall Renovation Project		
Roach Property Purchase		
Landfill Closure:		
GRAND TOTAL		
SERIAL LOANS:		
Inside Debt Limit:		
General:		
LOANS AUTHORIZED and unborrowed:		
PAYMENTS MADE ON LOANS TO DATE:		
Lamont Smith Land Purchase:		
Equipment Loan-Front End Loader:		
Affordable Housing Duplex Purchase:		
Fire Pumper/Tanker Purchase:		
BALANCE TO BE PAID ON LOANS:		
Affordable Housing Duplex Purchase (FY2000)		
Fire Pumper/Tanker Purchase (FY1997):		
BONDS AUTHORIZED AND UNBORROWED:		

*Loan Authorized; funding was by ten year bonding

NOTE: Fiscal Year's noted indicate year in which last payment will be made

PAYMENTS ON BONDS MADE TO DATE:

Elementary School Addition:	3,986,500.00
Library Building Addition:	693,665.00
Lamont Smith Land Purchase:	885,000.00
Horton Property Land Purchase:	1,600,000.00
Regional Septage Treatment Plant:	405,000.00
Police Station Construction:	1,030,000.00
Highway Facility Construction:	751,800.00
Transfer Station	300,000.00
Town Hall Renovation	351,900.00
Roach Property	80,000.00
TOTAL	10,083,865.00

BALANCE TO BE PAID ON BONDS ISSUED:

Elementary School Addition (FY1998)	—
Library Building Addition (FY1998)	—
Horton Property Land Purchase (FY2000)	400,000.00
Regional Septage Treatment Plant (FY2000)	130,000.00
Police Station Construction (FY2000)	520,000.00
Highway Facility Construction (FY2000)	35,000.00
Town Hall Renovation Project (FY2006)	1,375,000.00
Roach Property (FY2012)	1,110,000.00
TOTAL	3,570,000.00
GRAND TOTAL	\$16,364,761.47

SUMMARY OF RECEIPTS

SCHEDULE C

FY-1998

	Budgeted Totals by Category	Actual	Totals of Actual by Category	Actual Over/ (Under) Budgeted
General Revenue				
Taxes				
Personal	282,807.77	244,286.85		(38,520.92)
Real Estate	9,227,754.34	9,012,475.89		(215,278.45)
Forest Stumpage Tax		4.80		4.80
Previous:				
Personal		12,238.48		12,238.48
Real Estate		168,950.58		168,950.58
Tax Foreclosures		—	—	
Tax Titles		<u>36,425.39</u>		<u>36,425.39</u>
	9,510,562.11		9,474,381.99	(36,180.12)
Privileges:				
Motor Vehicle Excise:				
Current	300,000.00	295,493.06		(4,506.94)
Previous		131,642.32		131,642.32
Boat, Ship or Vessel:				
Current		4,932.51		4,932.51
Previous		—		—
	300,000.00		432,067.89	132,067.89
Interest, Demands and Tax Title Cost:				
Interest/Demands		48,745.14		
Tax Title Cost		16,275.23		
Boat Excise		<u>442.81</u>		
	65,000.00		65,463.18	463.18
Licenses/Permits:				
Selectmen:				
Billards		100.00		
Coin Amusement		394.10		
Common Victualler		1,150.00		
Entertainment		577.30		
Food Service		1,550.00		
Ice Cream Manufacture		200.00		
Innkeeper		150.00		
Liquor		18,750.00		
Massage		25.00		
Motel		1,200.00		
Peddler		150.00		
Raffle		50.00		
Road Taking Fee		78.00		
Stable		20.00		
Sunday Operations		25.00		

	Budgeted Totals by Category	Actual	Totals of Actual by Category	Actual Over/ (Under) Budgeted
Swimming Pool		850.00		
Transient Vendor		2,150.00		
Used Car		225.00		
Yard Sale		780.00		
Shellfish:				
Resident		9,480.00		
Tenant		6,060.00		
Commercial		10,975.00		
Non-Resident		1,700.00		
Public Safety:				
Building Permit		108,980.30		
Fire Alarm		6,680.00		
Gas Permit		11,801.00		
Health Regs		381.75		
Inspection Certificates		994.00		
Oil Burner		1,920.00		
Open Burning Permit		5,385.00		
Propane Gas		760.00		
Plumbing Permit		16,021.00		
Septic Permit		10,700.00		
Sign Permits		240.00		
Solid Fuel Heating		360.00		
Swimming Pool		700.00		
Sprinkler Permits		60.00		
Tank Installation/Removal		320.00		
Test Holes		9,350.00		
Tank Storage		110.00		
Tank Inspection		60.00		
Title V Regulations		375.00		
Well Permit		4,080.00		
Whirlpool		200.00		
Wire Permit		<u>19,210.00</u>		
Total Licenses/Permits	230,000.00		255,327.45	25,327.45
Fees:				
General Government				
Birth/Death/Marriage Certificates		1,711.00		
Business Certificates		2,380.00		
Cable		1,550.00		
Certificates of Lien		18,460.00		
Dog Fees		361.25		
Fax Machine		55.00		
Fish & Game Fees		453.15		
Government Lists		191.00		
Miscellaneous		20.00		
Photo Copies		2,464.35		

	Budgeted Totals by Category	Actual	Totals of Actual by Category	Actual Over/ (Under) Budgeted
Planning Board Fees		1,000.00		
Pole Location		112.50		
Rental Certificates		10,300.00		
Telephone Receipts		369.74		
Uniform Commercial Code/Etc.		250.00		
Zoning Board of Appeals Fees		3,675.00		
Zoning Books/Maps		314.00		
Yard Sales		130.00		
NSF		25.00		
Public Safety:				
Bicycle Registrations		30.00		
Detail Surcharge		2,645.77		
FID Cards		48.00		
Fire Report Copies/Reimbursement		6,927.00		
Pistol Permit Photographs		345.00		
Police Cruiser Use		174.32		
Police ID Photographs		20.00		
Police Insurance Reports		770.00		
Police Licenses		1,211.00		
Police Report Copies		0.50		
Police Soda Machine Receipts		100.00		
Police Town Reimbursement		67,706.38		
Witness Fees		126.24		
	60,000.00		123,926.20	63,926.20
Health and Sanitation:				
Flu Clinic				
Landfill Coupon Books		13,770.00		
Landfill Fees - Gate Attendant		31,939.85		
Landfill Fees - Haulers		40,182.84		
Landfill Single Coupons		16,924.00		
Landfill Stickers		132,900.00		
Recycling Fees		2,801.52		
Council on Aging:				
COA Fax		73.50		
Day Center Client Fees		33,364.50		
Lunch Reimbursements		180.00		
Transportation Services		3,452.00		
	250,000.00		275,588.21	25,588.21
Parks and Recreation:				
Marina Rental		13,705.00		
Marina Rental Waiting List		1,090.00		
Mooring Permits		1,220.00		
Transient Dockage Fee		2,680.00		
	22,900.00		18,695.00	(4,205.00)
Total Fees	356,000.00		418,209.41	62,209.41

	Budgeted Totals by Category	Actual	Totals of Actual by Category	Actual Over/ (Under) Budgeted
Fines:				
By-Law Violations		2,150.00		
Court		52,946.19		
Dog Violations		6,704.50		
Library		4,131.99		
Parking		445.00		
	60,000.00		66,377.68	6,377.68
United States Government:				
Cape Cod National Seashore:				
Lieu of Taxes		8,545.00		
	8,000.00		8,854.00	854.00
Commonwealth of Massachusetts:				
Highway Fund - Chapter 90		9,775.04		
Lieu of Taxes		2,910.94		
Lottery		94,575.00		
Police Career Incentive		20,853.00		
MA DPW Land Taking		2,711.00		
Room Occupancy Tax 180,000.00		210,839.00		
Chapter 70 School Aid		139,280.00		
Chapter 71 Transportation		22,146.00		
Chapter 645 School Construction		404,663.00		
Special Abatement		5,607.00		
Veterans Benefits		7,686.00		
Total Comwlth. Receipts	910,057.00		921,045.98	10,988.98
Investment:				
Interest on Savings		64,954.96		
Interest - Arts Lottery Council		18,222.01		
Interest - Deputy Collector's Acct.		39.01		
Total Investment Receipts	70,000.00		83,215.98	13,215.98
Proceeds from Borrowing:				
Tax Anticipation Notes		1,250,000.00		
Landfill		806,261.43		
Total Proceeds from Borrowing	—		2,056,261.43	2,056,261.43
Unclassified/Miscellaneous:				
Library Fax Receipts 700.00		930.00		
Lieu of Taxes - Rod & Gun Club		1,191.94		
Sale of Surplus		10,199.80		
School Gasoline Use 2,200.00		3,844.00		
Miscellaneous		912.03		
Total Unclassified Receipts	2,900.00		17,077.77	14,177.77

	Budgeted Totals by Category	Actual	Totals of Actual by Category	Actual Over/ (Under) Budgeted
Special Revenue Funds				
Arts fundraising		7,959.85		
Ambulance Fees		100,894.10		
Beach Permits Reserved		93,527.50		
Composting Bin Sales		1,108.61		
Conservation Fees Reserved		5,439.50		
COA Human Svs. Gift Fund		24,082.50		
Fire Detail		127.20		
Library CLAMS		8,074.97		
Nauset Quahog Program		4,000.00		
Lets see about Sea Clam		2,737.50		
Outfall Pipe Legal Defense Fund		175.76		
Open Space		1,000.00		
Police Private Duty		47,881.60		
Police Summer Salary		600.00		
Park Bench Gift		802.00		
Recreation Comm Fees Revolving		7,463.00		
Recreations Bottles & Cans		6,714.60		
S. Gifford XMAS Light Donation		55.00		
SEMAC		963.50		
School Building Use Revolving		1,220.92		
Windmill Landscaping Donations		914.31		
Windmill Renovation Receipts		419.91		
Commonwealth of Massachusetts:				
Arts Lottery Council		4,762.74		
Elder Affairs Grant		5,180.00		
EOCD Small Cities Grant		718,058.43		
EOCD Septic System Grant		6,282.76		
Library Aid		5,667.99		
MRIP		568.00		
Police D.A.R.E. Grant		10,400.00		
Police Public Safety		11,000.00		
Beach Handicap Assess		3,300.00		
			1,081,382.25	
Barnstable County:				
Refunded Dog Tax		1,040.39		
			1,040.39	
Interest:				
Interest - Stabilization Fund		304.88		
Interest - Expendable Trust Fund		13,263.12		
Interest - Non-Expendable Trust Fund		3,340.00		
Loan Repayments (T. Smith Trust Fund) <u>14,580.00</u>				
Total Receipts		<u>14,912,193.40</u>		

	Budgeted Totals by Category	Actual	Totals of Actual by Category	Actual Over/ (Under) Budgeted
Cash on Hand July 1, 1997:				
General Fund		2,598,752.00		
Special Revenue Fund		316,472.00		
Capital Project Fund		24,945.00		
Trust & Agency		<u>177,251.00</u>		
Total Cash on Hand 7/1/97		<u>3,117,420.00</u>		
Grand Total:		<u><u>18,029,613.40</u></u>		

Summary of Appropriations & Expenditures

SCHEDULE D

June 30, 1998

Account	Balance From Past Year	Annual/ Special Town Meeting Appropriation	Loans Transfers & Other Receipts	Total	Expenditures and Other Debits	Unexpended Balance Closed to Revenue	Balance Forward to Next Year
Selectmen Salary		5,000.00		5,000.00	5,000.00	—	
Town Administrator Office Salary		136,050.62	1,800.00	137,850.62	137,841.07	9.56	
Town Administrator/Selectmen Expense		9,893.00		9,893.00	8,377.13	221.46	1,294.41
Moderator Salary		100.00		100.00	100.00	—	
Finance Committee Expense		115.00		115.00	115.00	—	
Greenhead Fly		867.00		867.00	866.25	0.75	
Reserve Funds		50,000.00	(40,839.41)	9,160.59	—	9,160.59	
Elections & Registration Salary		11,765.52		11,765.52	11,533.57	231.95	
Elections & Registration Expense		2,235.00		2,235.00	171.98	—	2,063.02
Town Report Expense		5,000.00		5,000.00	4,389.65	—	610.35
Town Accountant Office Salary		68,255.21		68,255.21	68,045.95	209.26	
Town Accountant Expense		15,450.00		15,544.98	14,022.12	22.86	1,500.00
Assessor Office Salary		73,317.61		73,317.61	72,936.98	380.63	
Assessor Expense	59.46	6,072.00		6,131.46	5,333.80	797.66	
Revaluation		4,500.00		4,500.00	4,345.00	155.00	
Treasurer/Tax Collector Salary		33,804.00		33,804.00	33,804.00	—	
Treasurer/Collector Office Salary		38,166.44		38,166.44	38,164.77	1.67	
Treasurer Office Expense		5,345.00	1,000.00	6,345.00	5,655.40	689.60	
Tax Title Expense		15,000.00		15,000.00	6,488.66	8,511.34	
Certification of Notes		250.00		250.00	95.00	155.00	
Town Clerk Salary		31,292.00		31,292.00	31,292.00	—	
Town Clerk Office Salary		10,848.24		10,848.24	10,760.40	87.84	

Account	Balance From Past Year	Annual/ Special Town Meeting Appropriation	Loans Transfers & Other Receipts	Total	Expenditures and Other Debits	Unexpended Balance Closed to Revenue	Balance Forward to Next Year
Town Clerk Expense	116.26	600.00	—	716.26	599.95	116.31	
Legal Services	1,266.27	45,000.00	14,000.00	60,266.27	58,503.91	1,762.36	
Personnel Board Expense		100.00		100.00	23.00	77.00	
Data Processing Expense	2,609.69	23,450.00	2,000.00	28,059.69	21,433.76	2,916.31	3,709.62
Zoning Board of Appeals Expense		150.00		150.00	136.79	0.00	13.21
Planning Board Expense		525.00	—	525.00	299.29		225.71
Municipal Buildings Salary		48,167.23	—	48,167.23	47,091.12	1,076.11	
Municipal Buildings Expense		40,587.00	5,500.00	46,087.00	45,982.17	104.83	
Bulk Fuel Oil/Gasoline Expense		48,000.00		48,000.00	37,016.43	10,983.57	
Purchasing	300.00	36,850.00		37,150.00	36,091.18	300.00	758.82
Town Insurance - Unemployment Compensation		11,000.00	397.00	11,397.00	11,397.00		
Town Insurance - Employee Expense		511,500.00	(30,800.00)	480,700.00	441,853.24	38,846.76	
Town Insurance - Town Protection		158,480.00		158,480.00	133,737.38	22,742.62	
Town Share Medicare		77,375.00		77,375.00	35,160.21	42,214.79	
Town Insurance Deductibles	6,362.62	9,000.00		15,362.62	6,436.58	6,362.62	2,563.42
Police Salary		882,065.00		882,065.00	881,203.61	861.39	
Police Expense		110,715.00		110,715.00	110,533.01	181.99	
Radio Conversion 800MHZ		16,000.00		16,000.00	—	16,000.00	16,000.00
Dispatching Salary		169,540.00		169,540.00	159,468.08	10,071.92	
Dispatching Expense		3,575.00		3,575.00	1,395.35	2,179.65	
Fire Salary		828,714.13	26,098.00	854,812.13	854,811.65	0.48	
Fire Expense	2,749.00	47,273.00		47,273.00	46,317.47	955.53	
Harbors & Landings Salary		4,139.44		4,139.44	4,115.67	23.77	
Harbors & Landings Expense	125.94	2,442.00		2,567.94	2,436.68	131.26	
Building Inspection Salary		50,480.56		50,480.56	50,480.56	—	
Building Inspection Expense	18.87	4,809.00		4,809.00	4,678.00	131.00	
Gas/Plumbing Inspection Expense		14,892.00		14,892.00	14,892.00	—	

Account	Balance From Past Year	Annual/ Special Town Meeting Appropriation	Loans Transfers & Other Receipts	Total	Expenditures and Other Debits	Unexpended Balance Closed to Revenue	Balance Forward to Next Year
Wire Inspection Expense		14,892.00		14,892.00	14,892.00	—	
Civil Defense Expense		155.00		155.00	65.13	89.87	
Elementary School Operations	143,545.91	2,017,939.00		2,161,484.91	2,004,472.46	1,180.49	155,831.96
Nauset Region Capital Assessment		363,829.00		363,829.00	363,829.00	—	
Nauset Region Operating Assessment		2,058,568.00		2,058,568.00	2,055,640.00	2,928.00	
Cape Cod Regional Technical School		83,273.00		83,273.00	83,273.00	—	
General Maintenance Salary		203,390.75		203,390.75	198,567.66	4,269.25	276.92
General Maintenance Expense	675.00	166,704.00		167,379.00	176,757.98	83.01	
DPW Facility Expense		13,150.00		13,150.00	12,944.57	205.43	
Snow & Sanding Salary		18,840.00		18,840.00	1,494.85	17,345.15	
Snow/Sand Expense		10,030.00		10,030.00	4,259.20	5,770.80	
Street Lighting Expense		6,100.00		6,100.00	5,519.97	580.03	
Engineering Services Expense		2,000.00	5,800.00	7,800.00	2,000.00	—	5,800.00
Sanitary Landfill Salary		80,428.28		80,428.28	79,628.50	799.78	
Sanitary Landfill Expense	502.29	166,704.00	9,551.69	176,757.98	176,255.69	502.29	
Natural Resources Salary		127,512.25	—	127,512.25	127,348.40	163.85	
Natural Resources Expense		17,772.00		17,772.00	16,106.43	1,665.57	
Conservation Commission Salary		11,419.20	—	11,419.20	11,419.20	—	
Conservation Commission Expense		1,140.00		1,140.00	1,138.26	1.74	
Town Nurse Expense		6,500.00		6,500.00	4,202.38	1,624.01	673.61
Cape Cod Child Development Project		1,400.00		1,400.00	1,400.00	—	
Cape Cod Council on Alcoholism		1,500.00		1,500.00	1,500.00	—	
Cape Cod Human Services		2,500.00		2,500.00	2,500.00		
Consumer Asst. Council		500.00		500.00	375.00	125.00	
Eastham Committee on Early Childhood	500.00	2,000.00		2,500.00	2,500.00	—	
Eastham Preschool		1,000.00		1,000.00	—	1,000.00	

Account	Balance From Past Year	Annual/ Special Town Meeting Appropriation	Loans Transfers & Other Receipts	Total	Expenditures and Other Debits	Unexpended Balance Closed to Revenue	Balance Forward to Next Year
Independence House		3,200.00		3,200.00	2,400.00	—	800.00
Interfaith Council for the Homeless		1,200.00		1,200.00	1,200.00	—	
Legal Services of Cape Cod		3,300.00		3,300.00	2,475.00	825.00	
Lower Cape Human Services		8,500.00		8,500.00	8,500.00	—	
Lower Cape Outreach Council		2,500.00		2,500.00	1,875.00	625.00	
Nauset Workshop		6,000.00		6,000.00	6,000.00	—	
Provincetown Aids Support Group		1,500.00		1,500.00	1,500.00	—	
Sight Loss Services		750.00		750.00	737.50	12.50	
Inspection of Animals Expense		100.00		100.00	—	100.00	
Health Agent Salary		56,209.35	—	56,209.35	54,812.40	1,396.95	
Health Expense		6,500.00		6,500.00	4,202.38	2,130.71	166.91
Dutch Elm Disease Expense		50.00		50.00	—	50.00	
Insect/Pest/Poison Ivy Control Expense		10.00		10.00	—	10.00	
Tree Warden Expense		900.00		900.00	—	900.00	
Council on Aging Salary		74,877.24	—	74,877.24	74,874.46	2.78	
Council on Aging Expense		14,331.00		14,331.00	14,331.00	—	
Council on Aging Adult Day Program Salary		54,268.24	—	54,268.24	54,268.90	(0.66)	
Council on Aging Adult Day Program Expense		4,939.00		4,939.00	4,844.20	94.80	
Veterans Services Expense		8,462.10		8,462.10	8,462.10	—	
Veterans Services - Benefits		8,000.00		8,000.00	7,875.67	—	124.33
Veterans Grave Officer Expense		75.00		75.00	75.00	—	
Old Cemeteries Expense	200.00	1.00		201.00	—	201.00	
Library Salary		88,342.80		88,342.80	88,324.80	—	
Library Expense		36,345.00		36,345.00	36,117.39	227.61	
Recreation Commission Salary		14,651.52		14,651.52	8,663.24	5,988.28	
Recreation Commission Expense		14,047.00		14,047.00	14,044.13	2.87	
Information Booth Expense		363.00		363.00	357.29	5.71	

Account	Balance From Past Year	Annual/ Special Town Meeting Appropriation	Loans Transfers & Other Receipts	Total	Expenditures and Other Debits	Unexpended Balance Closed to Revenue	Balance Forward to Next Year
Olde Mill Salary		3,300.00		3,300.00	3,092.61	207.39	
Beach Program Operations	5,911.41	89,445.00		95,356.41	88,495.82	6,788.35	72.24
MISCELLANEOUS							
Certification of Notes Expense		250.00		250.00	95.00	155.00	
Bank Charges Expense	150.00	4,500.00	—	4,650.00	3,273.42	1,376.58	
Interest Expense		296,000.00	348.72	296,348.72	298,348.72	—	
Employee Uniforms	889.04	1,200.00		2,089.04	59.99	2,029.05	
Employee Training	1,700.00	2,000.00		3,700.00	641.98	559.99	2,498.03
Employee Benefits		1,110.00		1,110.00	350.00	750.00	
School Building Bond Payment		395,000.00		395,000.00	395,000.00	—	
Library Building Bond Payment		68,200.00		68,200.00	68,200.00	—	
Police Station Construction Bond Payment		155,000.00		155,000.00	155,000.00	—	
Lamont Smith Land Purchase Bond Payment		86,800.00		86,800.00	86,800.00	—	
Horton Property Bond Payment		200,000.00		200,000.00	200,000.00	—	
Highway Facility Bond Payment		75,000.00		75,000.00	75,000.00	—	
Transfer Station Construction Bond Payment		30,000.00		30,000.00	30,000.00	—	
Septage Treatment Plant Bond Payment		65,000.00		65,000.00	65,000.00	—	
Affordable Housing Purchase Loan Payment		35,000.00		35,000.00	35,000.00	—	
Town Hall Renovation Bond		175,000.00		175,000.00	175,000.00	—	
Roach Property Acquisition Bond		65,000.00		65,000.00	80,000.00	(15,000.00)	
Barnstable County Retirement Assessment		318,794.15		318,794.15	329,763.15	(10,969.00)	
Subtotal	167,776.74	11,306,459.22	—	11,474,235.96	11,063,753.02	215,500.38	194,982.56

Account	Balance From Past Year	Annual/ Special Town Meeting Appropriation	Loans Transfers & Other Receipts	Total	Expenditures and Other Debits	Unexpended Balance Closed to Revenue	Balance Forward to Next Year
Other/Articles							
Unpaid Bills Expense	—	959.22		959.22	959.22		—
Roach Property	16,791.25	—		16,791.25	—		16,791.25
Employee Classification	2,532.11	—		2,532.11	—		2,532.11
Employee Association Signing	100.00	—		100.00	—	100.00	
Property Assessment	63,282.93	—		63,282.93	47,581.32		15,701.61
Data Collection ATM 97 Art. 5	—	35,000.00		35,000.00	5,481.21		29,518.79
Reval. Consultant ATM 97 Art. 6	—	9,700.00		9,700.00	6,400.00		3,300.00
Postage Meter	4,189.00	—		4,189.00	—	4,189.00	
Data Processing/Computer Equipment	15,557.94	14,400.00		29,957.94	28,195.47		1,762.47
Photocopier Purchase	167.00	—		167.00	—	167.00	
Voting Machines	4,469.12	—		4,469.12	—	4,469.12	
Conservation Com. Expert Testimony	525.00	—		525.00	—		525.00
Conservation Commission Appraisals	1,575.00	—		1,575.00	—		1,575.00
Rock Harbor Dredging	7,857.75	—		7,857.75	7,857.75		—
Rock Harbor Electrical	5,650.00	1,650.00		7,300.00	—		7,300.00
N/R Outboard	—	6,500.00		6,500.00	5,722.22		777.78
N/R Pickup Truck	—	13,896.00		13,896.00	12,358.00		1,538.00
Town Planner	—	25,000.00		25,000.00	19,948.89		5,051.11
Telephone System	3,127.46	—		3,127.46	—		3,127.46
Public Building Equipment	82.21	1,500.00		1,582.21	1,513.18		69.03
Police Air Conditioning	—	2,000.00		2,000.00	1,881.77		118.23
Police Animal Control Van	—	20,000.00		20,000.00	19,956.00	44.00	
Police Station Door	713.17	—		713.17	—		713.17
Fire Station Articles	10,294.86	25,837.70		35,594.86	21,999.35	11,488.86	2,106.65
By-Law Codification	13,000.00	—		13,000.00	6,435.00		6,565.00
Education/Elem School Articles	10,701.89	44,206.89		54,908.78	31,371.60	9,021.28	3,814.01

Account	Balance From Past Year	Annual/ Special Town Meeting Appropriation	Loans Transfers & Other Receipts	Total	Expenditures and Other Debits	Unexpended Balance Closed to Revenue	Balance Forward to Next Year
General Maintenance Articles	36,100.82	66,100.62		102,201.24	27,273.57	20,789.88	18,037.17
Snow & Sand Articles	—	13,000.00		13,000.00	11,029.00	1,971.00	
DPW N/R Building Articles	3,000.00	11,500.00		14,500.00	268.83	11,231.17	
COA and COA/ADC Articles		18,800.00		18,800.00	15,000.00	2,000.00	1,800.00
Juice Bar		5,000.00		5,000.00	5,000.00		
Library Articles	2,294.92	18,794.92		21,089.84	15,149.36	1,351.75	2,293.81
Olde Mill Repairs	4,109.30	10,109.30		14,218.60	9,083.03		1,026.27
Info Booth Repairs	—	2,500.00		2,500.00	41.25		2,458.75
Damages to Person & Property	1,306.81	—		1,306.81	—	1,306.81	
Tri-Town Operation Expense		2,083.71		2,083.71	2,082.85	0.86	
Beach Bathhouses & Parking Lots	—	65,000.00		65,000.00	—	—	65,000.00
	<u>382,061.07</u>	<u>12,147,471.72</u>	<u>—</u>	<u>12,529,532.79</u>	<u>11,324,727.06</u>	<u>283,631.11</u>	<u>388,485.23</u>

APPROPRIATION BALANCES

December 31, 1998

SCHEDULE E

	Beginning Balance	Current Balance	% Expended
General Government			
Tn Administrator/Selectmen Office Salary	\$141,254.82	\$70,836.19	49.85%
Tn Administrator/Selectmen Expense	11,273.00	4,649.41	58.76%
Administration Expense Encumbered	1,294.41	1,222.41	5.56%
Finance Committee Expense	315.00	200.00	36.51%
Reserve Fund	50,000.00	48,000.00	4.00%
Elections & Registrations Salary	14,132.72	5,774.07	59.14%
Elections & Registrations Expense	3,635.00	2,437.40	32.95%
Elections & Registrations Encumbered	2,063.02	1,423.87	30.98%
Town Report Expense	5,000.00	4,525.03	9.50%
Town Report Expense Encumbered	610.35	0.00	100.00%
Consulting & Engineering Salary	4,290.00	4,290.00	0.00%
Consulting & Engineering Expense	1,000.00	3,000.00	-200.00%
Engineering Expense Encumbered	5,800.00	0.00	100.00%
Town Accountant Salary	79,965.49	40,729.70	49.07%
Town Accountant Expense	13,525.00	4,048.63	70.07%
Town Accountant Expense Encumbered	1,500.00	450.00	70.00%
Assessor Office Salary	75,938.92	38,481.62	49.33%
Assessor Expense	6,139.00	3,537.76	42.37%
Professional Appraisal	6,882.88	6,882.88	0.00%
Treasurer/Tax Collector Office Salary	40,326.00	21,164.08	47.52%
Treasurer/Tax Collector Expense	5,471.00	3,092.03	43.48%
Tax Title Expense	10,000.00	9,960.00	0.40%
Town Clerk Office Salary	11,460.80	5,944.20	48.13%
Town Clerk Expense	814.00	464.96	42.88%
Legal Services Expense	45,000.00	17,863.57	60.30%
Personnel Board Expense	100.00	100.00	0.00%
Data Processing Expense	34,240.00	20,452.65	40.27%
Date Processing Expense Encumbered	3,709.62	1,417.64	61.78%
Zoning Board Expense Encumbered	13.21	13.21	0.00%
Planning Office Salary	32,615.00	18,730.73	42.57%
Planning Board Expense	2,570.00	1,951.59	24.06%
Planning Expense Encumbered	225.71	225.71	0.00%
Municipal Buildings Salary	50,379.05	25,531.07	49.32%
Municipal Buildings Expense	44,187.00	16,399.96	62.89%
Bulk Fuel Oil Expense	63,000.00	43,670.45	30.68%
Central Purchasing Expense	38,324.00	21,940.30	42.75%
Central Purchasing Expense Encumbered	758.82	758.82	0.00%
Town Ins. - Unemp. Compensation Exp.	12,000.00	9,444.00	21.30%
Town Insurance - Employee Expense	601,509.40	383,635.35	36.22%
Town Insurance - Town Protection	156,155.15	37,247.24	76.15%
Employee Benefits Expense	8,300.00	6,726.79	18.95%
Employee Benefits Encumbered	2,498.03	4.76	99.81%
Deductibles Encumbered	2,563.42	83.00	96.76%

	Beginning Balance	Current Balance	% Expended
Town Meeting Articles			
Moderator Salary	100.00	100.00	0.00%
Selectmen Salaries	5,000.00	2,500.00	50.00%
Roach Property Article	16,791.25	16,791.25	0.00%
Employee Classification	2,532.11	2,532.11	0.00%
Capital Articles			
Elementary School	70,300.00	58,349.82	17.00%
NRSD Article 23	76,558.00	74,398.33	2.82%
Public Buildings	14,500.00	14,500.00	0.00%
Data Processing	20,000.00	20,000.00	0.00%
Harbor & Landings	2,300.00	2,300.00	0.00%
COA	3,000.00	3,000.00	0.00%
Natural Resources	30,000.00	7,026.00	76.58%
DPW	98,000.00	20,881.00	78.69%
DPW - Roads	20,000.00	20,000.00	0.00%
Info Booth M/R	10,000.00	9,225.00	7.75%
Beach	14,000.00	14,000.00	0.00%
Snow/Sand	21,300.00	9,760.00	54.18%
Fire	80,000.00	73,710.39	7.86%
Matching Grant Article 19	30,000.00	30,000.00	0.00%
Ide Property Article 28	12,200.00	0.00	10000%
Skateboard Park Article 36	1,500.00	500.00	66.67%
Juice Bar Article 41	5,000.00	0.00	100.00%
Property Acquisition STM 11.98	15,000.00	15,000.00	0.00%
Greenhead Fly	867.00	0.75	99.91%
Property Assessment	15,701.61	8,741.61	44.33%
Data Collection	29,518.79	29,518.79	0.00%
Reval Consultant	3,300.00	3,300.00	0.00%
Data Collection Article 11 5.98	30,000.00	30,000.00	0.00%
Treasurer Salary	34,987.14	17,493.56	50.00%
Voice Mail	1,762.47	545.37	69.06%
Town Clerk Salary	32,387.22	16,193.64	50.00%
Cons Comm Expert Testimony	525.00	525.00	0.00%
Cons Comm Appraisals	1,575.00	1,575.00	0.00%
Rock Harbor Electrical	4,000.00	4,000.00	0.00%
NR Outboard Motor	777.78	777.78	0.00
NR Truck	1,538.00	1,538.00	0.00%
Town Planner Article	5,051.11	3,918.49	22.42%
Telephone System	3,127.46	3,127.46	0.00%
Public Building Cleaning Equipment	69.03	69.03	0.00%
Police Station Air Conditioning	118.23	118.23	0.00%
Police Station Door	713.17	713.17	0.00%
Fire Station Design Article	1,983.51	1,483.51	25.21%
Fire Department Equipment	123.14	123.14	0.00%
By-law Codification	6,565.00	6,565.00	0.00%
Harbor Electrical Services	3,300.00	3,300.00	0.00%
School Building Committee	966.78	966.78	0.00%
School Paint	3,064.40	3,064.40	0.00%
School Repairs	664.43	664.43	0.00%
School Carpets	1,927.00	1,927.00	0.00%
Steele Rd Engineering	1,500.00	1,500.00	0.00%

	Beginning Balance	Current Balance	% Expended
Boat Meadow Bridge	5,306.00	5,306.00	0.00%
DPW/NRO Upper Storage	3,000.00	3,000.00	0.00%
DPW/NR Paint	6,000.00	6,000.00	0.00%
DPW/NRO Radio System	2,231.17	2,231.17	0.00%
COA Outside Door	1,800.00	1,800.00	0.00%
C.L.A.M.S.	1,331.31	1,331.31	0.00%
Library Air Conditioning System	962.50	962.50	0.00%
Land Purchase - Samoset Road	128,000.00	128,000.00	0.00%
Beach Bathhouses	40,000.00	40,000.00	0.00%
Beach Parking Lot M/R	25,000.00	25,000.00	0.00%
Info Booth M/R	3,485.02	3,485.02	0.00%
Public Safety			
Police Salary	931,072.48	451,200.52	51.54%
Police Expense	79,430.20	28,327.00	64.34%
Dispatching Salary	175,780.75	86,055.04	51.04%
Dispatching Expense	2,850.00	2,342.81	17.80%
Radio Conversion 800MHz Encumbered	16,000.00	8,295.29	48.15%
Fire Salary	874,040.75	459,780.04	47.40%
Fire Expense	49,186.00	26,244.82	46.64%
Harbors & Landings Salary	4,351.00	3,293.65	24.30%
Harbors & Landings Expense	1,867.00	1,578.78	15.44%
Building Inspection Salary	53,332.24	26,666.12	50.00%
Building Inspection Expense	5,609.00	2,646.73	52.81%
Gas/Plumbing Inspection Expense	15,413.00	7,706.60	50.00%
Wire Inspection Expense	15,413.00	7,706.60	50.00%
Civil Defense Expense	155.00	155.00	0.00%
Schools			
Elementary School Operations	2,212,410.00	1,406,968.12	36.41%
Elementary School Oper. Encumbered	155,831.96	4,063.82	97.39%
Nauset Regional Capital Assessment	344,492.00	172,246.00	50.00%
Nauset Regional Operating Assessment	2,095,161.00	1,046,606.00	50.05%
Cape Cod Regional Technical H.S. Assess.	67,490.00	26,996.00	60.00%
General Maintenance			
General Maintenance Salary	220,516.42	113,617.98	48.48%
General Maintenance Expense	64,787.00	49,391.38	23.76%
General Maintenance Exp. Encumbered	276.92	276.92	0.00%
Public Works/Natural Resources Facility	13,478.00	10,522.83	21.93%
Snow & Sanding Salary	18,840.00	18,840.00	0.00%
Snow & Sanding Expense	10,030.00	9,863.80	1.66%
Street Lighting Expense	6,100.00	3,972.52	34.88%
Sanitation			
Sanitary Landfill Salary	88,579.00	47,494.47	46.38%
Sanitary Landfill Expense	163,660.50	80,842.65	50.60%
Environmental			
Natural Resource Salary	129,448.13	57,982.00	55.21%
Natural Resource Expense	19,407.00	6,948.38	64.20%
Conservation Commission Salary	12,064.00	5,733.89	52.47%
Conservation Commission Expense	1,776.00	954.72	46.24%

	Beginning Balance	Current Balance	% Expended
Public Health			
Town Nurse Expense	6,500.00	5,485.00	15.62%
Nursing Expense Encumbered	673.61	0.00	100.00%
Inspection of Animals Expense	100.00	100.00	0.00%
Health Agent Salary	59,109.56	30,338.13	48.67%
Public Health Expense	3,385.00	2,403.04	29.01%
Public Health Expense Encumbered	166.91	42.37	74.62%
Dutch Elm Disease Expense	50.00	50.00	0.00%
Insect/Pest/Poison Ivy Control	10.00	10.00	0.00%
Tree Warden Expense	900.00	900.00	0.00%
Greenhead Fly Control Article	867.00	0.75	99.91%
Council on Aging Salary	78,230.80	39,674.74	49.29%
Council on Aging Expense	14,292.00	8,216.87	42.51%
COA Adult Day Program Salary	57,338.32	29,407.39	48.71%
COA Adult Day Program Expense	4,896.00	2,488.02	49.18%
Human Services Expense	38,250.00	30,037.50	21.47%
Human Services Expense Encumbered	800.00	0.00	100.00%
Veteran's Services			
Veteran's Services Expense	8,675.00	1.35	99.98%
Veteran's Services Benefits	8,200.00	3,708.12	54.78%
Veteran's Expense Encumbered	124.33	124.33	0.00%
Cemeteries			
Veteran's Grave Officer	75.00	75.00	0.00%
Old Cemeteries Expense	1.00	1.00	0.00%
Libraries			
Library Salary	93,327.00	48,198.49	48.36%
Library Expense	37,785.00	17,327.95	54.14%
Parks & Recreation			
Recreation Commission Salary	42,411.52	24,139.58	43.08%
Recreation Commission Expense	15,097.00	6,938.84	54.04%
Information Booth Expense	363.00	347.72	4.21%
Olde Mill Salary	3,300.00	988.48	70.05%
Beach Program Operations	87,730.00	16,172.33	81.57%
Beach Program Operations Encumbered	72.24	72.24	0.00%
Interest			
Certification of Notes Expense	250.00	195.00	22.00%
Interest Expense	20,000.00	20,000.00	0.00%
Interest Long Term Debt	244,127.63	113,668.80	53.44%
Bank Charges Expense	4,500.00	3,047.73	32.27%
Municipal Indebtedness			
Police Station Construction Bond	152,100.00	152,100.00	0.00%
Horton Property Bond Payment	200,000.00	0.00	100.00%
Highway Facility Construction Bond	78,520.00	78,520.00	0.00%
Transfer Station Construction Bond	29,380.00	29,380.00	0.00%
Septage Treatment Facility Bond Payment	65,000.00	65,000.00	0.00%
Affordable Housing Duplex Loan Payment	35,000.00	35,000.00	0.00%

	Beginning Balance	Current Balance	% Expended
Town Hall Renovation Bond	175,000.00	0.00	100.00%
Roach Property Acquisition Bond	80,000.00	80,000.00	0.00%
Landfill Capping Bond	57,191.47	57,191.47	0.00%
Assessments			
County Assessment	160,913.00	80,456.50	50.00%
State Assessment	73,038.00	73,038.00	0.00%
Pensions & Retirement			
Barnstable County Retirement Assessment	362,262.00	0.00	100.00%
Unclassified			
Unpaid Bills Expense	<u>4,393.31</u>	<u>0.00</u>	0.00%
TOTALS	\$12,695,404.50	\$6,870,916.34	

SALARIES/WAGES
Paid in Calendar Year 1998
SCHEDULE F

NAME	BASE PAY	OVERTIME	OTHER	TOTAL
Administration				
Boyd, Elaine M.	\$10,566.43	\$0.00	\$0.00	\$10,566.43
Fogg, Kathleen A.	28,380.38	0.00	0.00	28,380.38
Giguere, Richard	19,541.60	1,700.95	0.00	21,242.55
Martell, Yvonne C.	27,444.36	0.00	600.00	28,044.36
Vanderhoef, Sheila	71,471.40	0.00	1,800.00	73,271.40
Varley, Robert P.	26,946.40	2,534.08	0.00	29,480.48
				<u>\$190,985.60</u>
Selectmen				
Bebout, Madeline A.	1,000.00	0.00	0.00	1,000.00
Collins, Kenelm M.	1,000.00	0.00	0.00	1,000.00
Crary, David W.	1,000.00	0.00	0.00	1,000.00
Mumford, Robert	1,000.00	0.00	0.00	1,000.00
Newton, Thomas	1,000.00	0.00	0.00	1,000.00
				<u>\$5,000.00</u>
Assessing				
Bishop, Frances G.	3,507.36	0.00	0.00	3,507.36
Coco, Frances M.	37,710.45	0.00	0.00	37,710.45
Ellis, Dolores A.	25,787.13	0.00	0.00	25,787.13
Harwood, William	4,345.00	0.00	0.00	4,345.00
Loftus, Angela	6,828.34	0.00	0.00	6,828.34
				<u>\$78,178.28</u>
Accounting				
Heilala, Alexandra H.	25,809.18	0.00	0.00	25,809.18
Ryan, David L.	48,850.94	0.00	0.00	46,850.94
				<u>\$72,660.12</u>
Treasurer/Tax Collector				
Days, Carol C.	10,403.77	0.00	0.00	10,403.77
Plante, Joan M.	34,395.63	0.00	0.00	34,395.63
Stanfield, Nancy J.	28,091.70	0.00	0.00	28,091.70
				<u>\$72,891.10</u>
Town Clerk's Office				
Christianson, Patricia	11,046.53	0.00	0.00	11,046.53
Kreber, Helen	10,526.80	0.00	0.00	10,526.80
Lamperti, Lillian L.	31,844.63	0.00	0.00	31,844.63
				<u>\$53,417.96</u>

NAME	BASE PAY	OVERTIME	OTHER	TOTAL
Police Department				
Blauvelt, Raymond J.	43,524.00	10,247.43	862.00	54,633.43
Haley, Mark Thomas	43,524.00	14,755.54	13,560.04	71,839.58
Hayes, Thomas F.	51,157.60	7,814.79	10,210.04	69,182.43
Hedlund, Richard R.	65,676.00	3,427.63	6,709.52	75,813.15
Kelly, Michael W.	36,006.72	6,326.58	5,603.68	47,936.98
Lofstrom, David J.	47,476.00	138.30	8,253.00	55,867.30
Novotny, Benjamin	47,975.20	1,105.03	2,622.00	51,702.23
Pierpont, Jonathan S.	41,323.20	3,665.91	8,421.00	53,410.11
Quigley, William	16,848.32	176.70	5,156.00	22,181.02
Roderick, Kenneth J.	40,539.20	9,699.24	4,334.00	54,572.44
Savin, Brian L.	32,108.81	3,048.29	18,600.08	53,757.18
Stewart, Eric A.	39,561.60	4,865.53	1,837.00	46,264.13
Sweetser, Barbara A.	39,832.00	675.05	600.00	41,107.05
Sylvia Jr., Norman A.	42,847.84	9,424.44	25,985.16	78,257.44
Szucs, John R.	39,665.60	1,541.27	11,823.00	53,029.87
Watson, Donald A.	69,316.00	0.00	598.00	69,914.00
Young, Matthew R.	43,638.40	7,602.53	14,966.00	66,206.93

\$965,675.27

Police Temp/Specials				
Arnold, Keith Thomas	711.95	0.00	0.00	711.95
Avellar, Thomas D.	1,718.78	0.00	112.00	1,830.78
Bohannon, Adam	4,385.80	973.71	8,239.00	13,598.51
Bohannon, Douglas	1,828.80	0.00	112.00	1,940.80
Collins, Thomas A.	3,265.44	0.00	7,676.00	10,941.44
Corrigan, Ronald P.	4,696.96	0.00	17,519.00	22,215.96
Davis, Douglas	5,356.60	0.00	756.00	6,112.60
Deschamps, Daniel	3,265.84	582.06	1,036.00	4,883.90
Diamond, Sean	5,132.00	588.75	5,352.00	11,072.75
Gaus, Jane	129.36	0.00	0.00	129.36
Hayes, Roxanne T.	652.96	0.00	0.00	652.96
McCann, Paul	830.00	0.00	0.00	830.00
Mickle, Martin	0.00	0.00	1,498.00	1,498.00
Nightengale, Craig	0.00	0.00	11,662.00	11,662.00
Peters, Marilyn	36.96	0.00	0.00	36.96
Radke, Amy L.	49.28	0.00	0.00	49.28
Stevens, Mary	301.44	17.25	0.00	318.69
Varley, Kevin	3,159.52	205.54	7,402.00	10,767.06
Watson, Michele E.	1,054.24	0.00	0.00	1,054.24

\$100,307.24

Dispatch				
Austin, Julie	30,461.60	17,045.04	600.00	48,106.64
Brookshire, Shannon	23,650.86	2,530.48	0.00	26,181.34
Curtis, Maria I.	17,092.53	6,348.54	0.00	23,441.07
Diamond, David J.	1,877.18	0.00	0.00	1,877.18
Gibbs, Joseph T.	1,931.10	0.00	0.00	1,931.10
Hayes, Debra	37.44	0.00	0.00	37.44
Roderick, Kimberly Ann	3,361.89	0.00	0.00	3,361.89
Shepherd, Barbara J.	30,333.93	10.88	650.00	30,994.81
Sherlin, William R.	24,564.80	3,048.22	0.00	27,613.02

\$163,544.49

NAME	BASE PAY	OVERTIME	OTHER	TOTAL
Fire Department				
Abbott, Deborah J.	21,275.84	0.00	0.00	21,275.84
Austin Jr., John E.	60,244.86	0.00	5,814.29	66,059.15
Bartolini, Barry M.	45,099.60	20,580.45	3,717.52	69,397.57
Burns, Gary A.	45,711.12	8,961.71	3,874.84	58,547.67
Burns, Steven N.	45,840.18	15,942.54	2,819.80	64,602.52
Edmunds, Brian	54,086.76	12,626.99	1,887.64	68,601.39
Francke, Barbara E.	35,378.32	5,126.02	2,391.28	42,895.62
Frazier, Charles E.	40,589.24	9,844.47	3,010.00	53,443.71
Hawthorne, Glenn	188.16	28.91	3.84	220.91
Meyers, Douglas V.	41,900.04	5,258.55	2,813.80	49,972.39
Mickle, Theodore F.	59,484.56	11,604.06	5,684.94	76,773.56
Olson, Glen J.	37,763.88	7,296.61	3,089.84	48,150.33
Piltzecker, William R.	35,752.08	14,253.60	2,163.40	52,169.08
Smith-Marvin, Jennifer	46,710.64	4,763.01	4,015.00	55,488.65
Sprague, William	39,615.36	12,350.78	4,385.96	56,352.10
Stubbs, Lisa M.	39,748.80	9,356.61	3,083.75	52,189.16

\$836,139.65

Call Fire				
Brookshire, Shannon	0.00	0.00	425.00	425.00
Defina, Ann	940.60	0.00	1,000.00	1,940.60
Goddard, Michele	553.50	0.00	1,000.00	1,553.50
Larabee, David	0.00	0.00	1,000.00	1,000.00
McGrath, James M.	1,539.45	0.00	725.00	2,264.45
Mickle, Martin	0.00	0.00	250.00	250.00
Watson Jr., Donald A.	867.61	0.00	250.00	1,117.61

\$8,551.16

Building & Health Insp.				
Adams II, Wallace	15,152.23	0.00	0.00	15,152.23
Bates, Kenneth L.	43,097.60	0.00	0.00	43,097.60
Leven, Susan	30,828.35	0.00	0.00	30,828.35
Magill-Strakele, Madelyn	22,022.00	0.00	0.00	22,022.00
Tibbetts, Imogene	38,864.80	0.00	0.00	38,864.80
Van Ryswood, Scott	15,152.23	0.00	780.00	15,932.23
Zagwyn, Patricia	3,630.00	0.00	0.00	3,630.00

\$169,527.21

Natural Resources				
Cully Jr., George Q.	3,781.80	0.00	0.00	3,781.80
Goddard, Nathaniel	9,014.04	0.00	0.00	9,014.04
Hollis, Thomas E.	28,735.20	0.00	0.00	28,735.20
Kulesza, Gerald M.	6,416.55	127.20	0.00	6,543.75
Lind, Jr., Henry F.	49,337.60	0.00	600.00	49,937.60
Nault, Denis-Marc	32,042.40	778.79	0.00	32,821.19
Stewart, Kay	21,217.85	0.00	0.00	21,217.85
Van Marter, Derek	4,791.67	115.94	0.00	4,907.61
Varley, Kevin J.	4,547.70	0.00	0.00	4,547.70

161,506.74

NAME	BASE PAY	OVERTIME	OTHER	TOTAL
DPW/Transfer Station				
Burgess, Alan J.	28,537.60	279.38	0.00	28,816.98
Douglas, Steven G.	56,730.24	936.00	0.00	57,666.24
Knowles, Robert R.	24,294.40	237.87	0.00	24,532.27
Larabee, David A.	35,495.79	326.10	0.00	35,821.89
Lopez, Victor	33,872.80	963.20	0.00	34,836.00
McMakin, Gary W.	32,250.40	276.71	0.00	32,527.11
Mickle, Martin J.	42,958.18	1,464.43	1,171.36	45,593.97
Vaughan, Heidi	24,952.44	869.94	0.00	25,822.38
				<u>\$285,616.84</u>

Snow & Sand				
Burgess, Alan	0.00	0.00	0.00	0.00
Douglas, Steven G.	0.00	234.00	0.00	234.00
Hollis, Thomas	0.00	193.66	0.00	193.66
Knowles, Robert	0.00	0.00	0.00	0.00
Larabee, David A.	0.00	153.17	0.00	153.17
Lopez, Victor	0.00	588.55	0.00	588.55
McMakin, Gary W.	0.00	148.59	0.00	148.59
Mickle, Martin J.	0.00	700.39	0.00	700.39
Vaughan, Heidi	0.00	0.00	0.00	0.00
				<u>\$2,018.36</u>

Elections & Registrations				
Anthony, Mary	130.36	0.00	0.00	130.36
Anthony, Nathan	134.22	0.00	0.00	134.22
Bartolini, Mario G.	30.60	0.00	0.00	30.60
Beals, Evelyn	125.82	0.00	0.00	125.82
Blaisdell, Olive	327.27	0.00	0.00	327.27
Conrad, Hawkins M.	73.73	0.00	0.00	73.73
Curtis, Henry M.	100.00	0.00	0.00	100.00
Duffy, Adeline T.	388.74	0.00	0.00	388.74
Fagan, Maureen	81.60	0.00	0.00	81.60
Goematt, Harold	120.16	0.00	0.00	120.16
Hartering Mary	26.78	0.00	0.00	26.78
Higgins, George	101.07	0.00	0.00	101.07
Hokkanen, William	38.25	0.00	0.00	38.25
MacFarlane, Marie E.	107.63	0.00	0.00	107.63
Montuori, William	1,137.60	0.00	0.00	1,137.60
Opel, Nina	20.40	0.00	0.00	20.40
Owens, James	36.75	0.00	0.00	36.75
Phillips, Rita	106.32	0.00	0.00	106.32
Ross, Walter	23.80	0.00	0.00	23.80
Sanning, Virginia	103.69	0.00	0.00	103.69
Scrivani, Elizabeth A.	65.03	0.00	0.00	65.03
Sturm, Marjorie K.	36.98	0.00	0.00	36.98
Watras, Henry I.	64.80	0.00	0.00	64.80
				<u>\$3,381.60</u>

NAME	BASE PAY	OVERTIME	OTHER	TOTAL
Human Services				
Barnard, Edward	1,073.25	0.00	0.00	1,073.25
Bartolini, Mario	1,219.50	0.00	0.00	1,219.50
Carpenter, Cecille	20,547.80	0.00	0.00	20,547.80
Gill, Katherine C.	31,439.20	0.00	0.00	31,439.20
Klinger, Bette J.	24,050.71	0.00	0.00	24,050.71
Matousek, Vera	10,442.16	0.00	0.00	10,442.16
Ranaldo, Jane	652.50	0.00	0.00	652.50
Ryder, Patricia L.	13,455.53	0.00	0.00	13,455.53
Shelton, Sandra G.	12,520.05	0.00	0.00	12,520.05
Szediak, Sandra	20,801.20	0.00	0.00	20,801.20
				<u>\$136,201.90</u>
Library				
Hoskey, Curry Rose	25,334.40	0.00	0.00	25,334.40
Lederhouse, Susan	34,006.71	0.00	0.00	34,006.71
Magane, Martha R.	25,953.21	0.00	0.00	25,953.21
Terhune, Cornelia B.	9,612.68	0.00	0.00	9,612.68
				<u>\$94,907.00</u>
Beach & Recreation				
Ambrose, Dustin	2,076.54	0.00	0.00	2,076.54
Bengston, Elsie	445.24	0.00	0.00	445.24
Brittain, Nicole	2,111.52	0.00	0.00	2,111.52
Brown, Ruth	4,452.31	0.00	0.00	4,452.31
Canode, Meredith J.	2,551.50	0.00	0.00	2,551.50
Carlson, Amy	2,664.00	0.00	0.00	2,664.00
Charon, Robert	207.00	0.00	0.00	207.00
Douglas, Diane	2,055.72	0.00	0.00	2,055.72
Eagles, Clyde A.	1,365.71	0.00	0.00	1,365.71
Eagles, David H.	109.28	0.00	0.00	109.28
Evans, Craig	946.40	0.00	0.00	946.40
Femandes, Tracy L.	3,081.16	0.00	0.00	3,081.16
Galvin, Stephanie	946.40	0.00	0.00	946.40
Goodrich, Kevin	542.46	0.00	0.00	542.46
Hogg, Patricia M.	3,481.72	33.83	0.00	3,515.55
Holmberg, Joanne	1,394.30	0.00	0.00	1,394.30
Krenrich, Abby M.	2,161.69	0.00	0.00	2,161.69
Krenrich, Stephanie	1,817.63	0.00	0.00	1,817.63
Leyton, Jean	830.00	0.00	0.00	830.00
MacDonald, Mary	821.84	0.00	0.00	821.84
Malatesta, Bette A.	5,885.90	214.85	0.00	6,100.75
Marucci, Kathleen	1,712.75	0.00	0.00	1,712.75
McGorry, Meghan L.	3,884.20	0.00	0.00	3,884.20
McLaughlin, Gregory	3,096.66	0.00	0.00	3,096.66
McMakin, Larasa	2,292.52	0.00	0.00	2,292.52
Mullett, Danielie	1,683.36	0.00	0.00	1,683.36
Mullett, Joseph	3,182.07	58.52	0.00	3,240.59
Nelson, Jonathan	1,688.58	0.00	0.00	1,688.58
Nickerson, Marcia	2,250.17	0.00	0.00	2,250.17

NAME	BASE PAY	OVERTIME	OTHER	TOTAL
Noonan, Moira	946.40	0.00	0.00	946.40
Owens, James	1,818.30	0.00	0.00	1,818.30
Pemberton, Julie T.	4,079.98	0.00	0.00	4,079.98
Powers, Mark	9,367.68	0.00	0.00	9,367.68
Raible, Nancy H.	1,795.41	0.00	0.00	1,795.41
Rego, Patricia	1,946.44	0.00	0.00	1,946.44
Roderick, Chad	2,283.24	0.00	0.00	2,283.24
Stinson, Megan	946.40	0.00	0.00	946.40
Terhune, Cornelia B.	0.00	0.00	0.00	0.00
Underhill, Ashley	757.40	0.00	0.00	757.40
Underhill, Tiffany	757.40	0.00	0.00	757.40

\$84,744.48

School				
Adams, Helene	224.00	0.00	0.00	224.00
Adams, Tammy	5,294.23	0.00	0.00	5,294.23
Alarie, Theresa	2,916.00	0.00	0.00	2,916.00
Ambrose, Clifford	127.50	0.00	0.00	127.50
Ames, Kimberly L.	33,194.20	0.00	0.00	33,194.20
Archambault, Johanna N.	35,709.26	0.00	0.00	35,709.26
Archambeault, Tara	43.00	0.00	0.00	43.00
Barnard, Linda M.	51,369.76	0.00	0.00	51,369.76
Barney, Julie	5,026.70	0.00	0.00	5,026.70
Bennett, Martha	70.00	0.00	0.00	70.00
Bicknell, Doris	189.00	0.00	0.00	189.00
Bilbo, Sallie	387.00	0.00	0.00	387.00
Blanchard, Cynthia C.	47,349.32	0.00	0.00	47,349.32
Blau, Reva	99.00	0.00	0.00	99.00
Bosari, Brenda	310.00	0.00	0.00	310.00
Boucher, Guy	56.00	0.00	0.00	56.00
Brady, Ellen L.	56.00	0.00	0.00	56.00
Brown, Muriel	35,492.40	0.00	0.00	35,492.40
Brunelle, Donna	473.00	0.00	0.00	473.00
Burt, Linda S.	32,826.42	1,021.58	376.32	34,224.32
Butler, Patricia	5,344.64	0.00	0.00	5,344.64
Carlisle, Jill K.	37,743.20	0.00	0.00	37,743.20
Celi, Camille	56.00	0.00	0.00	56.00
Chittick, Caroline	43.00	0.00	0.00	43.00
Christian, Cheri	56.00	0.00	0.00	56.00
Cicale, Rhea I.	7,298.59	0.00	0.00	7,298.59
Colby, Jane	5,850.00	0.00	0.00	5,850.00
Collins, Marilyn E.	112.68	0.00	0.00	112.68
Conklin, Johanna	3,386.70	0.00	0.00	3,386.70
Conrad, Lisa	70.00	0.00	0.00	70.00
Consiglio, Arline L.	19,745.12	0.00	0.00	19,745.12
Coughlan, Patricia	10,409.44	0.00	0.00	10,409.44
Covell, Jonathan	56.00	0.00	0.00	56.00
Cunnane, Robert	180.00	0.00	0.00	180.00
Custodie, Jonn F.	1,587.60	0.00	0.00	1,587.60
Czujak, Deborah	258.00	0.00	0.00	258.00
Dalmau, Victoria	56.00	0.00	0.00	56.00

NAME	BASE PAY	OVERTIME	OTHER	TOTAL
Daniels, Patsy J.	5,048.00	0.00	0.00	5,048.00
Davis, Kathy M.	36,004.38	0.00	0.00	36,004.38
Deegan, Tracey D.	30,980.64	0.00	0.00	30,980.64
Delfino, Linda	56.00	0.00	0.00	56.00
Demeusy, Colette S.	112.00	0.00	0.00	112.00
Deschamps, Kerry	13,866.66	0.00	0.00	13,866.66
Dolan-Niles, Ann	56.00	0.00	0.00	56.00
Donovan, Tonia	3,703.42	0.00	0.00	3,703.42
Douglas, Diane P.	19,150.47	0.00	0.00	19,150.47
Draper, Paul	56.00	0.00	0.00	56.00
Dwyer, Max	771.00	0.00	0.00	771.00
Edmonson, Janet	10,367.50	0.00	0.00	10,367.50
Escher, Mary K.	15,729.74	0.00	0.00	15,729.74
Farley, Joann	20.75	0.00	0.00	20.75
Ferullo, Paula	280.00	0.00	0.00	280.00
Flaherty, Ann M.	44,775.50	0.00	0.00	44,775.50
Florence, Beverly	56.00	0.00	0.00	56.00
Forgeron, Susan	10,523.80	0.00	0.00	10,523.80
Fraktman, Monique	8,995.50	0.00	0.00	8,995.50
Frazier, Wendy	10,983.52	0.00	0.00	10,983.52
Frye, Amy E.	31,146.92	0.00	0.00	31,146.92
Fuller, Peggy	43.00	0.00	0.00	43.00
Gardner, Renee B.	5,321.34	0.00	0.00	5,321.34
Genois, Mary	11,327.02	0.00	0.00	11,327.02
Gilmore, Shannon M.	5,630.11	0.00	0.00	5,630.11
Goward, Nancy	129.00	0.00	0.00	129.00
Gustafson, Henry	56.00	0.00	0.00	56.00
Hensler, Joan G.	45,512.06	0.00	0.00	45,512.06
Holland, Alice	5,890.04	0.00	0.00	5,890.04
Hollander-Essig, C.	9,414.14	0.00	0.00	9,414.14
Houghton, Carol P.	28,070.85	0.00	0.00	28,070.85
Ide, Patricia	540.00	0.00	0.00	540.00
Johnson, Mary C.	32,370.84	0.00	0.00	32,370.84
Johnson, Richard J.	21.50	0.00	0.00	21.50
Jones, Shelley	168.00	0.00	0.00	168.00
Karber, Janet	86.00	0.00	0.00	86.00
Kiklis, David	7,158.62	0.00	0.00	7,158.82
Klinefelter, Patricia	45,439.90	0.00	0.00	45,439.90
Krikorian, Kathleen	1,324.00	0.00	0.00	1,324.00
Laemmle, Donna	29,995.92	0.00	0.00	29,995.92
Laplant, Richard W.	45,075.50	0.00	0.00	45,075.50
Lopez, Carol	16,216.88	0.00	0.00	16,216.88
Loranger, Eileen	26,805.87	0.00	0.00	26,805.87
Martin-Langtry, Donna	28,409.68	0.00	0.00	28,409.68
McCarthy, Mary E.	46,334.84	0.00	0.00	46,334.84
McCluskey, Linda	5,741.57	0.00	0.00	5,741.57
McInerney, Nancy	56.00	0.00	0.00	56.00
McMakin, Dena	4,170.04	0.00	0.00	4,170.04
McManus, Kieran	297.00	0.00	0.00	297.00
McPherson, Karen L.	1,265.00	0.00	0.00	1,265.00
Molloy, Esther	146.00	0.00	0.00	146.00
Morris, Louise M.	35,007.52	0.00	0.00	35,007.52
Muise, Jonathan	43.00	0.00	0.00	43.00
Nagorski, Catherine	2,295.63	0.00	0.00	2,295.63

NAME	BASE PAY	OVERTIME	OTHER	TOTAL
Newton, Julie T.	30,063.64	0.00	0.00	30,063.64
Nickerson, Vernon	112.00	0.00	0.00	112.00
Nunes, Melissa	7,357.32	0.00	0.00	7,357.32
O'Connor, Karen	47,349.32	0.00	0.00	47,349.32
O'Neill, Bonnie	112.00	0.00	0.00	112.00
Opsahl, Olga	155.00	0.00	0.00	155.00
Packett, James	53,559.91	445.09	1,200.00	55,205.00
Paine, Pamela	56.00	0.00	0.00	56.00
Pavlu, Edward	448.00	0.00	0.00	448.00
Pearston, Patricia	16,038.55	0.00	0.00	16,038.55
Peno, Erica	7,825.88	0.00	0.00	7,825.88
Peters, Jeffrey	27,337.58	194.22	0.00	27,531.80
Piasecki, Leonard	1,345.40	0.00	0.00	1,345.40
Pike, Ann S.	171.12	0.00	0.00	171.12
Poitrass, Eileen M.	19,308.77	0.00	0.00	19,308.77
Read, Lynn	3,421.08	0.00	0.00	3,421.08
Reichers, Karen L.	26,069.48	0.00	0.00	26,069.48
Relin, Mitchell G.	47,360.30	0.00	0.00	47,360.30
Richer, Ovila A.	4,008.06	10.38	0.00	4,018.44
Rozema, Judith L.	7,918.73	0.00	0.00	7,918.73
Rushby, Carrie	21.50	0.00	0.00	21.50
Ryan, Joan	112.00	0.00	0.00	112.00
Sankey, Brian	60.00	0.00	0.00	60.00
Scagliane-Peck, Nancy	168.00	0.00	0.00	168.00
Scholl, Margaret	344.00	0.00	0.00	344.00
Selmer, Patricia	120.00	0.00	0.00	120.00
Shaw, Tamsyn	29,102.75	0.00	0.00	29,102.75
Shay, Daniel E.	72,143.04	0.00	0.00	72,143.04
Spencer, Susan	4,170.04	0.00	0.00	4,170.04
Springer, Soni	1,963.00	0.00	0.00	1,963.00
Stagakis, Nina	112.00	0.00	0.00	112.00
Steber, Dawn K.	240.00	0.00	0.00	240.00
Stewart, Tammy	70.00	0.00	0.00	70.00
Teason, Denny	168.00	0.00	0.00	168.00
Teece, Jody	7,971.66	0.00	0.00	7,971.66
Templeton, Marcia	425.04	0.00	0.00	425.04
Thackeray, Megan	472.00	0.00	0.00	472.00
Thompson, Noreen	900.00	0.00	0.00	900.00
Tortora, Susan	56.00	0.00	0.00	56.00
Twombly, Bonnie	43.00	0.00	0.00	43.00
Vachon, Gil	112.00	0.00	0.00	112.00
Varley, Elise	10,114.76	0.00	0.00	10,114.76
Weatherup, Laura	2,367.55	0.00	0.00	2,367.55
Weber, Jill	3,421.08	0.00	0.00	3,421.08
Wharton, Karen	8,979.48	0.00	0.00	8,979.48
Whitlock, Peter	142.00	0.00	0.00	142.00
Williams, Margaret	43.00	0.00	0.00	43.00
Yakola, Correen M.	40,197.17	0.00	0.00	40,197.17
Yakola, Eric	43,185.66	0.00	0.00	43,185.66
Zibrat, Robin	60.00	0.00	0.00	60.00

\$1,557,062.89

TOTAL ALL DEPTS.	<u>\$4,511,163.33</u>	<u>\$268,466.46</u>	<u>\$262,688.10</u>	<u>\$5,042,317.89</u>
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NAUSET REGIONAL SCHOOL DISTRICT

Fiscal 97-98 Salaries

Name	Position	Salary
Michael Gradone	Superintendent	\$95,242
Richard Bridgwood	Asst. Superintendent	45,648
Susan Hyland	Business Manager	69,146
Maureen Brenner	Special Needs Director	74,857
Margaret Perkins	Curr. Coordinator 50%	33,335
James Nowack	Accounting Manager	37,647
BJ Newmier	Sec. to Superintendent	38,485
Marcia Templeton	Personnel Coordinator	36,701
Lauire Davis	Sec. to Business Manager	29,719
Janet Dipietro	Sec. to Director of Special Needs	29,884
Andrea Popoli	Accounts Payable	29,834
Barbara D'Arezzo	Payroll	25,703
Nancy Curry	Computer Clerk	17,870
Mary Ann Maguire	Bookkeeper/Receptionist	26,622
Robert Linnell	Custodian	8,076
Cynthia Fox	Teacher	47,285
Debra Goulding	Teacher	47,285
Nancy O'Connell	Teacher	43,127
Amy Babineau	Ed. Assistant 80%	9,114
Kate Berg	Ed. Assistant 80%	10,240
Linda Bliss	Ed. Assistant 80%	12,928
Veronica Brocklebank	Ed. Assistant	3,837
Lori Clancy	Ed. Assistant 80%	12,928
Kayleen Rosato	Ed. Assistant 40%	4,299
Ann Sandstrom	Ed. Assistant 80%	12,928
Lauren Wall	Ed. Assistant 40%	4,299
Mae Timmons	Teacher 40%	20,094
Martha Mack	Preschool Coord. 20%	10,294
Jeanne Baskin	Therapist	10,185
Deborah Howes	Teacher	47,951
Leslie McMahon	Ed. Assistant 80%	12,928
Elisa Bucci	Teacher	40,026
Tina Escher	Teacher	29,442
Catherine Webster	Ed. Assistant	11,392
Mildred Mazanec	Teacher	16,669
Cathe Cerretani	Teacher	27,367
Cathy Marino	Ed. Assistant	10,308
Cynthia Eldredge	Ed. Assistant	10,307
Julie Barney	Ed. Assistant	5,000
Margaret Allard	Ed. Assistant	8,450
Jeanne Carosella	Ed. Assistant	10,747
Lisa Crabtree	Occupational Therapist	47,285
Bonnie Bartolini-Trott	Teacher	39,235
Nancy Couture	Teacher	47,285
Mary Ellen Cecil	Ed. Assistant	11,392
Linda McCluskey	Physical Therapist	8,108
Susan O'Neill	Heath Coordinator	34,427

Name	Position	Salary
Elaine Brennan	Adjust. Counselor	50,237
Lynn Welch	Teacher	48,185
James Shyne	Counselor	48,577
Marilyn Feldman	Principal	78,486
Jay Sweet	Asst. Principal	57,353
Joy George	Principal's Secretary	29,089
Kathleen O'Leary-Lofstrom	Sec. to Asst. Principal	17,850
Kerry Studley	Secretary/Clerk	20,097
Judy Hall	Part-time Clerk	7,151
Jeffrey Pimental	Head Custodian	33,098
Joseph Loiselle	Groundskeeper	30,012
Susan Mendoza	Custodian	29,712
Nancy Olson	Custodian	18,879
Phillip Page	Custodian	32,562
Kenneth Tighe	Custodian	20,149
Richard White	Custodian	29,712
Richard Payne	School Psychologist	53,795
Margaret Jackman	Guidance Secretary	28,025
Carol Bader	Secretary	21,330
Thomas Egan	Guidance Counselor	48,744
Michael Leugers	Guidance Counselor	49,735
Ann Phelan	Guidance Counselor	42,535
Sarah Kruger	Librarian	42,464
Julie Donnan	Library Assistant	13,568
Jill Stewart	School Nurse	25,709
Claire Junkins	Teacher	31,952
Michael Moore	Teacher	45,862
Joseph Borsari	Dean of Students	53,919
Kathryn Archer	Teacher	47,285
Deborah Blodgett	Teacher	48,485
Kathleen Boland	Teacher	29,135
Bonnie Brackett	Teacher	47,285
Ronald Chad	Teacher	51,737
Kimberly Conner	Teacher	34,629
Carol Corney	Teacher	44,027
Mary Crook	Teacher	41,291
Patricia Daly	Teacher	25,901
David DeBaun	Teacher	51,437
Elaine Dickerson	Teacher	38,600
David Donovan	Teacher	29,135
Sandra Dumont	Teacher	43,127
Amy Fish	Teachere	28,398
Judith Galligan	Teacher	47,285
Ann Geary	Teacher	47,951
Ronald Goguen	Teacher	48,185
Berj Hagopian	Teacher	30,530
Jane Hall	Teacher	52,370
Marianne Hammond	Teacher	31,952
Carole Hanrihan	Teacher	29,534
Lawrence Hansen	Teacher	49,151
Bonilyn Heleen	Teacher	50,237

Name	Position	Salary
Anita Hirsch	Teacher	25,901
Linda Johnson	Teacher	29,135
Nancy Keefe	Teacher	43,816
Dianne Kenney	Teacher	51,470
Agnes Knowles	Teacher	43,127
John Krenik	Teacher	47,285
Robin LaFleur	Teacher	51,437
Claire Lanoie	Teacher	43,127
Karen Leonhardt	Teacher	42,464
Sarah Levine	Teacher	43,127
Goron Libbey	Teacher	48,785
Robert Masterson	Teacher	44,327
Dennis O'Neil	Teacher	51,137
Virginia Ogden	Teacher	38,600
Dennis Pearl	Teacher	50,237
Jessica Peters	Teacher	25,901
Mark Prall	Teacher 20%	5,180
Karen Reddish	Teacher	25,901
Abigail Reid	Teacher	48,185
Mariellen Sears	Teacher	43,816
Edward Toland	Teacher	48,185
Brenda Vecchione	Teacher	47,951
Laureen White	Teacher 50%	20,210
Janette Wise	Teacher	44,027
James Yeutter	Teacher	48,485
Dawn Adams-Garrett	Teacher	30,014
Nancy Kogut	Teacher	51,437
Eloise Levy	Teacher	47,285
Judith Miller	Teacher	50,237
Mary Ministeri	Teacher	47,951
Mary Shakliks	Teacher	51,437
Lorraine Smith	Teacher	47,285
Shannon Bertrand	Ed. Assistant	12,800
Michele Dupras	Ed. Assistant	10,747
Laurie Gengareilly	Ed. Assistant	12,800
Karen Hansen	Ed. Assistant	12,076
Melissa Katz	Ed. Assistant	9,455
Patricia Mendes	Ed. Assistant	7,516
Catherine Morris	Ed. Assistant	10,747
Tina Scoff	Ed. Assistant	10,747
Cirrus Lawry	Ed. Assistant	10,747
Thomas Conrad	Principal	83,818
Paul Markovich	Asst. Principal	63,188
Robert Milbier	Asst. Principal	61,988
Robin Walker	Teacher	53,743
Marilyn Dearborn	Sec. to Principal	29,688
Audrey Grennway	Secretary	17,591
Amy Martin	Secretary	16,991
Lora Sheptyck	Secretary	21,285
Scott Appleton	Custodian	18,980
Albert Baker	Custodian, part-time	10,075
William Butler	Custodian	29,712

Name	Position	Salary
Robert Clark	Custodian	24,210
Alan Francesconi	Custodian	20,734
Troy Gallant	Custodian	5,810
Wayne Martin	Custodian	11,090
Cornelius O'Connell	Custodian	30,012
Sally Langlois	Matron	12,085
Richard Bolinder	Groundsman	30,234
Denis Langlois	Maintenance	35,827
Patricia Pozgay	Librarian	43,816
John Skeirik	Library Assistant	16,160
David French	Guidance Counselor	48,577
Joyce MacDonald	Guidance Counselor	49,577
James Scanlon	Guidance Counselor	52,510
Karl Hoyt	Adjustment Counselor	51,161
Vonda Killian	Guidance Secretary	28,221
Cynthia Leahy	Guidance Secretary, PT	5,812
Suzanne Moulton	School Nurse	33,730
Bruce Abbott	Teacher	47,285
Steven Adams-Garrett	Teacher 80%	21,550
Lori Albright	Teacher	34,551
Donald Bakker	Teacher	52,670
Valerie Bell	Teacher	43,816
Nancy Bradley	Teacher	48,185
Karen Brandes	Teacher	26,937
Janis Brandt	Teacher	47,951
Mary Butts	Teacher	33,222
Diane Campbell	Teacher	48,185
Donald Campbell	Teacher	45,316
Paul Cahmberlin	Teacher	47,966
Andrew Clark	Teacher	29,534
Patrick Clark	Teacher	29,135
Valerie Cohen	Teacher	30,356
Robert Cowan	Teacher	50,237
Raymond Craven	Teacher	25,901
Paul Davies	Teacher	47,285
Paul Dubovik	Teacher	50,237
Richard Durgin	Teacher	47,285
Roger Faucher	Teacher	47,951
Priscilla Frost	Teacher	34,703
Joyce Fuller	Teacher	47,285
Steve Grubiak	Teacher	31,944
Judith Hamer	Teacher	39,170
Frances Hartswick	Teacher	47,285
Lise Hembrough	Teacher	43,127
Karen Hepinstall	Teacher	29,135
Brian Hicvks	Teacher	26,937
Ross Johnston	Teacher	33,222
Timothy Joyce	Teacher	47,285
Diane Keon	Teacher	30,171
Selena King	Teacher	37,701
Allison Kochen	Teacher	38,286
Karen Lagasse	Teacher	31,952

Name	Position	Salary
Linda Langlais	Teacher	44,317
Geoffrey Leary	Teacher	43,127
Elizabeth Lebow	Teacher	19,815
Dianne Masterson	Teacher	47,285
Kenneth Maynard	Teacher	47,285
Pat McCullough	Teacher	47,285
Jane McGown	Teacher	28,462
Michele McMahon	Teacher	37,701
Leila Merl	Teacher	25,901
Cheryl Metters	Teacher	47,285
Mary Morrison	Teacher	48,485
Angela Mosesso	Teacher	50,237
Carol Potoff	Teacher	38,234
David Potts	Teacher	31,952
Joanne Quill	Teacher 80%	34,502
Julie Radebaugh	School to Work Coord.	42,628
Robert Rice	Teacher	51,437
John Rivers	Teacher	48,185
Jon Rouleau	Teacher	36,189
Keith Stanton	Teacher	43,083
Allan Sullivan	Teacher	47,285
Stephen Swiniarski	Teacher	43,127
Kathleen Tringale	Teacher	25,901
Judith Trotta	Teacher	47,285
Jukka-Pekka Vainio	Teacher	31,944
Joseph Walorz	Teacher	44,327
Paul White	Teacher	44,327
Helen Whittemore	Teacher	35,447
Robert Wilkinson	Teacher	48,785
David Wood	Teacher	47,951
Edward Yasuna	Teacher	51,470
Alan Castellano	Teacher	50,237
Donna Demetri	Teacher	48,185
Julie Fitzpatrick	Teacher	30,556
Jane Zawadzkas	Teacher	43,127
Edward Brookshire	Teacher	45,316
Kathleen McCully	Video Media Special.	29,135
Ellen Scalese	Teacher	27,367
Honor Dixon	Teacher	47,951
Mark Mathison	Teacher	44,716
Leo Miller	Teacher	45,939
Mary Ellen Mountain	Teacher	50,237
Jonathan Randall	Teacher	47,951
Jodi Birchall	Ed. Assistant	12,800
Jane Marquit	Ed. Assistant	14,382
Margaret Van Cott	Ed. Assistant	11,392
Randy Grenon	Ed. Assistant	11,852
Lisa Abbott	School Psychologist	54,877
Jackie Knox	Secretary	21,225
Mark Santos	Maintenance	10,690

TREASURER'S REPORT

TREASURER'S CASH

JUNE 30, 1998

Cash & Checks in Office	\$	50
Non-Interest Bearing Checking Accounts	\$	12
Interest Bearing Checking Accounts	\$	78
Liquid Investments	\$	2,788,664
Trust Funds	\$	196,732
Total All Cash and Investments	\$	2,985,535

TRUST FUNDS

JUNE 30, 1998

<u>FUND NAME</u>	<u>EXPENDABLE</u>	<u>NON-EXPENDABLE</u>	<u>BALANCE 6/30/98</u>
Timothy Smith Fund	\$ 48,164.05	\$ 50,000.00	\$ 98,164.05
Olde Wind Grist Mill	\$ 1,307.95	\$ 5,000.00	\$ 6,307.95
Original Olde Wind Grist Mill	\$ 139.08	\$ 500.00	\$ 639.08
Town Hall Fund	\$ 1,440.97	\$ 1,400.00	\$ 2,840.97
Town Hall Income Fund	\$ 13.26	\$ —	\$ 13.26
World War I Memorial Fund	\$ 2,203.66	\$ 268.38	\$ 2,472.04
Maurice Wiley Scholarship Fund	\$ 1,791.15	\$ 2,040.00	\$ 3,831.15
Mercy Mines Cemetery Fund	\$ 531.01	\$ 50.00	\$ 581.01
Frank O. Daniels Cemetery Fund	\$ 23.91	\$ 50.00	\$ 73.91
Eastham Grange Educational Aid	\$ 8,017.74	\$ —	\$ 8,017.74
Library Trustees Interest Account	\$ 392.63	\$ —	\$ 392.63
Library Trustees Memorial Fund	\$ 1,562.20	\$ 31,626.14	\$ 33,188.34
Eugenia & Andrew Merrill	\$ 299.80	\$ 500.00	\$ 799.80
Robert C. Billings Fund	\$ 2,074.93	\$ 14,000.00	\$ 16,074.93
Thomas R. Cawley Memorial Fund	\$ 481.98	\$ 1,275.00	\$ 1,756.98
Gertrude D. Nason Memorial Fund	\$ 912.85	\$ 2,500.00	\$ 3,412.85
Gertrude P. Zollinger Memorial Fund	\$ 330.13	\$ 1,000.00	\$ 1,330.13
Robert W. Sparrow Memorial Fund	572.65	\$ 7,945.00	\$ 8,517.65
Capt. Cyrus H. Campbell Memorial Fund	\$ 302.13	\$ 1,000.00	\$ 1,302.13
Vivian Andrist Memorial Fund	\$ 142.14	\$ 1,095.00	\$ 1,237.14
Law Enforcement Trust	\$ 47.17	\$ —	\$ 47.17
Stabilization Fund	\$ 5,730.96	\$ —	\$ 5,730.96

Respectfully submitted,

Joan M. Plante
Treasurer/Collector

COLLECTOR'S REPORT OUTSTANDING TAXES JUNE 30, 1998

	UNCOLLECTED TAXES 6/30/98	COMMIT- MENTS	ABATEMENTS & ADJUSTMENTS	TRANSFERS TO TAX TITLE	COLLECTIONS NET OF REFUNDS	UNCOLLECTED TAXES 6/30/98
REAL ESTATE						
1994	\$ 405.00	-	\$ -	-	\$ (405.00)	\$ -
1995	\$ 393.00	-	\$ -	-	\$ (393.00)	\$ -
1996	\$ 21,408.00	-	\$ (2,986.00)	\$ (4,792.00)	\$ (13,630.00)	\$ -
1997	\$ 213,436.00	205.00	\$ (2,095.00)	\$ (14,095.00)	\$ (160,303.00)	\$ 37,148.00
1998	\$ -	9,229,345.00	\$ (72,403.00)	-	\$ (8,975,349.00)	\$ 181,593.00
PERSONAL PROPERTY						
1990	\$ 448.00	-	\$ -	-	\$ (70.00)	\$ 378.00
1991	\$ 100.00	-	\$ -	-	\$ (80.00)	\$ 20.00
1992	\$ 1,319.00	-	\$ -	-	\$ (752.00)	\$ 567.00
1993	\$ 1,541.00	-	\$ -	-	\$ (812.00)	\$ 729.00
1994	\$ 942.00	-	\$ -	-	\$ (69.00)	\$ 873.00
1995	\$ 261.00	-	\$ -	-	\$ (102.00)	\$ 159.00
1996	\$ 1,403.00	-	\$ -	-	\$ (475.00)	\$ 928.00
1997	\$ 13,718.00	-	\$ (375.00)	-	\$ (9,621.00)	\$ 3,722.00
1998	\$ -	283,181.00	\$ (1,666.00)	-	\$ (273,730.00)	\$ 7,785.00
MOTOR VEHICLE & BOAT EXCISE						
1990	\$ 2,808.00	-	\$ -	-	\$ (595.00)	\$ 2,213.00
1991	\$ 2,618.00	-	\$ -	-	\$ (389.00)	\$ 2,229.00
1992	\$ 2,621.00	-	\$ -	-	\$ (376.00)	\$ 2,245.00
1993	\$ 1,451.00	-	\$ -	-	\$ (326.00)	\$ 1,125.00
1994	\$ 2,113.00	-	\$ -	-	\$ (263.00)	\$ 1,850.00
1995	\$ 3,538.00	-	\$ -	-	\$ (692.00)	\$ 2,846.00
1996	\$ 6,375.00	698.00	\$ (325.00)	-	\$ (3,649.00)	\$ 3,099.00
1997	\$ 87,712.00	57,616.00	\$ (10,562.00)	-	\$ (129,544.00)	\$ 5,222.00
1998	\$ -	408,252.00	\$ (11,901.00)	-	\$ (295,493.00)	\$ 100,858.00

Respectfully submitted,

Joan M. Plante
Treasurer/Collector

TRI-TOWN SEPTAGE TREATMENT PLANT

The year 1998 went into the books as the year the Tri-Town Septage Treatment Plant did a complete turnaround. The picture changed from very bleak to amazingly bright in 12 short months. Operational statistics were pretty much the same as in previous years, with about 6.85 million gallons of septage moving through the plant. All effluent was within DEP permit limits.

The FY98 budget was in the red and contributions were needed from member towns to make up the difference. The Board of Managers discussed running a joint operation with the Yarmouth/Dennis facility in order to save money, but never got beyond the discussion stage. Although paperwork to closeout the DEP/EPA construction grants was delivered to Boston in May, the final payment was still not received by the end of the year. Plant Treasurer, Jim Nowack, resigned in January to accept a position with the Nauset Regional School District, and we were without an accountant for several months. The picture during the first half of the year at Tri-Town was very bleak, indeed.

But things changed dramatically during the last half of the year. In May the position of Plant Administrator was eliminated, and those duties were taken on by the Board of Managers, Chief Operator Jay Burgess, and Secretary/Clerk Cyndi Bachman. The transition has gone smoothly and has been a big cost savings. In June our accountant, Jim Nowack, returned on a contract basis, closing out the Tri-Town books each month and advising us on financial matters . . . another big cost savings.

The Board of Managers examined every detail of the operation and adopted a realistic breakeven budget. Personnel changes, office equipment upgrades, a watchful eye on operating expenses, greatly improved morale among employees, the great pumpkin giveaway in October, and the return of some of our customers who had taken their business elsewhere are some of the reasons we can report a "Net Income" of \$67,000 for July to December 1998 . . . a sharp contrast in every way to the first half of 1998.

Thanks to all of the employees at Tri-Town who didn't give up when times were tough. Thanks also to George Flemming and Tom Newton, my colleagues on the Board of Managers from Brewster and Eastham, who spent countless hours sorting out problems and helping solve them. Tri-Town in 1998 is a turnaround success story for the books.

Respectfully submitted,

Beverly G. Singleton, Orleans Rep.
Board of Managers

VETERANS SERVICES

This was a most productive year for important legislation that was filed for and passed by the House and Senate in Boston.

All veterans organizations worked together to provide the long overdue benefits for all veterans in Massachusetts. The annuity for Gold Star mothers was increased from five hundred a year to fifteen hundred which also included a fifteen hundred dollar annuity each year for the father of veterans killed in action.

The new legislation increased real estate abatements for eligible veterans an additional seventy five dollars a year. There are a number of other bills submitted and passed. All told an extremely successful year for Veterans Benefits.

We will continue to serve all veterans to the best of our ability.

Sidney L. Chase
Director & Agent

Norman E. Gill
Assistant Director

WATER RESOURCES ADVISORY COMMITTEE

The Water Resources Advisory Committee has continued to focus on ground water management objectives for the town as outlined in previous annual reports.

Early in the year two representatives of the Housing Authority requested the support of the Committee for Article 24 of the May Town Meeting which proposed to use a portion of the Roach property for affordable housing. After some discussion the Committee passed the following motion:

"The Water Resources Advisory Committee strongly believes that Roach property should be zoned as a Wellhead Protection District (for a future municipal water supply well site), but a 10 acre site properly selected and engineered to maintain ground water quality, e.g., the location and design of water supply wells and sewage disposal systems, the use of water conserving devices, including the use of waterless toilets **could be acceptable."**

Ms. Susan Leven, Town Planner, reported highlights of a symposium that she attended on "Water Management in the 21st Century" which addressed water supply, protection of wetlands, ponds, and rivers. The presenters promoted a broad based program which recognized the values of these natural resources and the impact of large volume withdrawals on them. The recently published Lower Cape Management Task Force report had developed its plan using these concepts.

During Windmill Weekend the WRAC distributed informational flyers on "Groundwater in Eastham" and helped to man the interactive displays in the "Water Tent" in cooperation with the Eastham Forum and the Ground Water Guardians.

A good water supply is essential for the Town of Eastham. The Committee believes that the best groundwater management strategy is one which will protect the resource. It is easier and less expensive to prevent contamination from reaching the ground water than to clean a polluted water supply. The Committee continues to support the objective that the current system of on-site water supply wells and sewage disposal be maintained in most of the town as long as possible. As reported to the Long Range Planning Committee in May of 1997, "The basic framework of the water resources management plan exists and has been iterated in the Committee's annual reports to the town meeting, in the report "Water Resource issues to the ECP Committee (93-01-25) and in the Lower Cape Water Management Task Force Report

(WMTF 97-02-06)", and in informational display "maps", and brochures released in the fall of 1998.

The majority of domestic private wells provide high quality drinking water (WMTF 97-02-06) despite the existence of same-site sewage disposal systems. During the ten year period 1985-1994, 75% of the wells did not exceed nitrate levels of 2.7 mg/L. In some areas wells have exceeded or are approaching maximum contamination level (MCL's) standards for drinking water. However, some areas of town are already experiencing difficulty. The primary cause is housing density; the more houses and the closer together they are, the greater the chance that nearby wells will become cross-contaminated with effluent from septic systems. The Task Force Report recommends that ***"Private well monitoring programs should be established to track the quality of private wells into the future."*** "This will allow water quality problems to be planned for as they develop rather than reacting to them after they occur. Further, the Water Resources section of the Town Comprehensive Plan supports the development of a water quality data base file.

A water quality test data base file (DBF) provided by WRAC was updated to 1995 by the Task Force and converted to a Geographic Information System (GIS) so that water quality data can be mapped on a parcel by parcel basis. A town map of nitrate concentrations in well water samples was prepared by the Task Force. The Water Resources Advisory Committee has met with some members of the Board of Health who have agreed that the WRAC proposal, "Updating and Maintaining the Eastham Water Data Base File" made this task reasonable and manageable. Discussions with the BOH and Town Officials will continue so as to ensure that this valuable planning information is retrieved and maintained.

Sadly, Eastham and the Water Resources Advisory Committee has lost a friend and founding member of the Committee. Dr. Herbert E. Whitlock, died on December 8, 1998. He was a chemist by profession, and an environmental advocate who had a long time interest in ground water issues. His experience with the Cape Cod Planning and Economic Development Commission Water Resources Advisory Council was of tremendous value to Eastham's WRAC. His participation in the Lower Cape Water Management Task Force work was of great value. Always quick to point out the underlying problems and suggest an approach to a solution, his acumen, foresight, participation, and friendship will be missed.

The Committee will continue to be involved with the Board of Health, the Water Management Task Force, the Long Range Planning Committee, the Comprehensive Plan, the feasibility of a limited public water supply, the use of the Roach property, the water needs of Eastham in 2010, as well as any water related issues in the town.

Respectfully submitted,

Joseph F. Moran, Chair

ZONING BOARD OF APPEALS

The Board of Appeals held at least one meeting each month during the 1998 year, with the exception of August. Fifteen special permit and three variances were granted. During that period, two variances and two special permits were denied. Three applications were withdrawn and two were not required by law. The Building Inspector's decision was overturned in three cases.

Three decisions of the Board were appealed to either Superior Court or the Land Court. In two instances the Court found in favor of the Board of Appeals. The remaining case was remanded by consent of both parties to be heard again in the coming year.

As the Board noted in its past reports, the number and type of appeals continues to increase. Many of the appeals brought to the Board contain problems that were created in the past because of either ignorance of the zoning by-law or failure on the part of the original owners to comply with the requirements of the ordinance. One of the most common reasons for the nonconformity of a property has been the failure of a former owner to obtain a building permit prior to construction or alteration. The Board continues to deal with situations which originated at a time when there was no zoning by-law and "seasonal dwellings" were constructed with no supervision or oversight by qualified builders or engineers. Measurements were made on small plots without the benefit of surveying instruments, and cesspools and wells were installed without regard for future construction on neighboring properties. While the Board has sympathy for new owners in dealing with these pre-existing conditions, it has been consistent in requiring that future construction or changes meet the intent of the zoning by-laws.

The Board also has come to realize the effect of the increase in construction projects through the number of appeals which are filed. Representatives of both the ZBA and the Planning Board meet frequently and attend meetings on a reciprocal basis in order to be informed of each board's activities and to share ideas and proposals for possible by-law changes or revisions.

Mr. Stewart and Mr. Thurston were re-appointed to the Board of Appeals by the Board of Selectmen for a term of three years in June of 1998.

The Board was deeply saddened by the loss of its Clerk, James Cecil who died this year. Mr. Cecil had been a member of this Board for a number of years and had contributed in great part to the creation of important decisions. His quiet, friendly presence and considered advice will be missed by all of us.

The Board wishes to thank the Building Inspector, Mr. Bates, and the Town Planner, Ms. Leven for their advice and the contributions they have made in helping the Board to understand the type and scope of the issues presented. We also wish to offer our sincere thanks and appreciation to Elaine Boyd who has served as secretary to the Board.

Respectfully submitted,

Roger T. Thurston, Chairman

TOWN CLERK

1998

Births recorded this year	20
Deaths recorded this year	59
Marriages recorded this year	26

Resignations for 1998

Bernard Kaplan	Housing Authority
Walter F. Ross	Housing Authority
John E. Austin, Jr.	Fire Chief
Vivian LeFort	Council on Aging Board of Directors
Gerard B. Hill	Conservation Commission

Population	5171
Total Voters	3823
Democrats	844
Reform	3
Libertarian	9
Republican	745
Interdependent 3rd Party	1
Unenrolled	2221

Fees Collected by Town Clerk's Office

Rentals	\$11,070.00
Dog Receipts gross	2,886.00
Fees retained by Town	664.50
Fish & Game Receipts gross	2,068.55
Fees retained by Town	278.80
Fees for various Receipts	6,125.25

**TOWN OF EASTHAM
BARNSTABLE COUNTY SPECIAL ELECTION**

JANUARY 27, 1998

Barnstable County

To either of the Constables of the Town of Eastham

Greeting:

In the name of the Commonwealth you are hereby required to notify and warn the inhabitants of said town who are qualified to vote in Elections to vote at

Eastman Town Hall Auditorium

**on Tuesday, the Twenty Seventh of January, 1998 from 7:00 a.m. to 8:00 p.m.
for the following purpose:**

To cast their votes in the Special Election for the following question:

QUESTION #1:

“Shall ‘an act establishing the Cape Cod Land Bank’, which establishes a Cape Cod Land Bank to protect public drinking water supplies, acquire open space and conservation land, provide bicycling and walking trails, and enhance opportunities for recreation and to be funded by a one percent (1%) fee on all land transfers at the Barnstable County Registry of Deeds, but exempting the first \$100,000 of purchase price, be accepted?”

Given under our hands this 22 day of December 1997.

Thomas L. Newton

Chairman Board of Selectmen

Robert L. Mumford

Kenelm N. Collins

Madeleine A. Bebout

David W. Crary

SELECTMEN OF EASTHAM

Lillian Lamperti, Greetings:

In pursuance of the conditions of the foregoing warrant, I have posted attested copies, one in the Post Office in Eastham and North Eastham, ten days before time of said meeting.

Officer Michael W. Kelly, Constable

TOWN ELECTION

JANUARY 27, 1998

Pursuant to the provisions of the foregoing warrant the voters assembled at the Eastham Town Hall to vote on the following question.

QUESTION #1:

“Shall ‘an act establishing the Cape Cod Land Bank’, which establishes a Cape Cod Land Bank to protect public drinking water supplies, acquire open space and conservation land, provide bicycling and walking trails, and enhance opportunities for recreation and to be funded by a one percent (1%) fee on all land transfers at the Barnstable County Registry of Deeds, but exempting the first \$100,000 of purchase price, be accepted?”

Yes	1087
No	1046
Blanks	1
Total	2134

The polls opened at 7:00 a.m. and closed at 8:00 p.m. The Warden declared the polls closed and the voter lists were verified and agreed with the total on the voting machine.

A True Copy Attest:

Lillian Lamperti
Town Clerk

TOWN OF EASTHAM
ANNUAL TOWN MEETING WARRANT

Commonwealth of Massachusetts
Barnstable, ss.

To: Either of the Constables of the Town of Eastham
in the County of Barnstable

In the name of the Commonwealth of Massachusetts you are hereby directed to notify and warn the inhabitants of said Town qualified to vote in Elections and Town affairs to meet at the Nauset Regional High School Auditorium Monday, the fourth day of May, Nineteen Hundred and ninety-eight at Seven o'clock in the evening, then and there to act on the following articles in this Warrant and to meet in the Eastham Town Hall at 10:00 a.m. Tuesday, the nineteenth day of May next, then and there to elect the following Town Officers.

- Moderator (One Year Term)
- Selectmen (Three Year Term: Vote for Two)
- Elem. School Committee (Three Year Term, Vote for Two)
- Housing Authority (Five Year Term, Vote for One)
- Public Library Trustee (Three Year Term, Vote for One)
- Nauset Regional School Committee - Eastham (Vote for One)
- Nauset Regional School Committee - Wellfleet (Vote for One)

POLLS TO OPEN AT 10:00 A.M. AND CLOSE AT 7:00 P.M.

ARTICLE 1

To see if the Town will vote to raise and appropriate or transfer from available funds \$867.00 for Greenhead Fly Control as authorized by Section 24, Chapter 252 of the General Laws, and authorize the Town Treasurer to pay said appropriation into the State Treasury; or take any action relative thereto.

By Board of Selectmen

SUMMARY

This is a standard article to appropriate a sum to pay the Town's share of the Greenhead Fly Control Program.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 6-0

ARTICLE 2

To see if the Town will vote to assume liability in the manner provided by Sections 29 and 29A of Chapter 91 of the General Laws, as most recently amended, for all damages that may be incurred by the Department of Environmental Protection of Massachusetts for the improvement, development, maintenance and protection of tidal and non-tidal rivers and streams, great ponds, harbors, tidewaters, foreshore and shores along a beach, in accordance with Section 11 of Chapter 91 of the General Laws, and authorize the Selectmen to execute and deliver a bond of indemnity therefor to the Commonwealth of Massachusetts; or take any action relative thereto.

By Board of Selectmen

SUMMARY

This is a standard article with which all Massachusetts municipalities indemnify DEP for work in the local communities.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 6-0

ARTICLE 3

To see in what manner the Town will vote to dispose of the sum of \$2,020.39 of the refunded dog tax; or take any action relative thereto.

By Library Trustees

SUMMARY

Each year the money collected for dog licenses and fines is turned over to the county. The county refunds a portion of that money to the municipality as a grant for use by public or school library. The Town of Eastham has traditionally given that money to the public library by this vote to be spent by the library trustees in whatever manner they see fit and without further appropriation.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 6-0

ARTICLE 4

To see if the Town will vote to amend the present By-Laws entitled "Vehicle on Beaches," Section 3 by deleting the date "June 30, 1997"; or take any action relative thereto.

By Board of Selectmen

SUMMARY

This article appears each year as part of the annual warrant in order to renew the local prohibition of vehicles on the beach. This year, the Selectmen have altered the language so that it will not be necessary to annually vote the prohibition. If the prohibition is lifted, then a new vote will be needed.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 6-0

ARTICLE 5

To see if the Town will vote to authorize the Board of Selectmen to issue non-transferrable seasonal vehicle identification stickers for use at parking lots on certain Town-owned lands, as specified by the Board of Selectmen, such stickers to be issued to the taxpayers of the Town at no cost to them, to their guests at a cost of \$20.00 for one week, \$30.00 for two weeks, \$50.00 for the season, and all others at a cost of \$5.00 per day, which if purchased on Sunday will apply toward any of the above, and violations of the sticker requirements to be charged \$5.00 per day for each violation; and further to transfer \$87,370.00 from the Beach Fund Account for the Fiscal Year 1999 operations, including purchasing stickers, providing clerical help, information, maintenance, and policing the specified Town-owned lands; and that all monies received from said stickers shall go into a fund known as the Beach Fund Account, said funds to be reserved for future appropriation for beach expenses and maintenance or take any action relative thereto.

By Board of Selectmen

SUMMARY

This is an annual article the purpose of which is to continue the segregation of the beach revenue into a separate account. This article further sets the fees for the upcoming season and also transfers last year's receipts out to be used for the operation of the beaches in the upcoming season. There is no change in the fees from last year.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 6-0

ARTICLE 6

To see if the Town will vote to amend the Eastham Personnel By-Law Section 7.5, by adding a new paragraph as follows:

“And further, a full time, or regular part time employee shall, in addition to accrued vacation earned in the previous year, receive credit for vacation in the current year prorated and calculated to reflect the length of service in the current year of termination, or death.”

so that the section reads as follows:

Upon termination of employment or death, an employee (or an employee's estate) will be compensated for any unused vacation earned (in the previous fiscal year) as well as any unused vacation carried over in accordance with the provisions of Section 7.3 above. And further, a full time or regular part time employee shall, in addition to accrued vacation earned in the previous year, receive credit for vacation in the current year prorated and calculated to reflect the length of service in the current year of termination, or death.”

Or take any action relative thereto.

By Board of Selectmen

SUMMARY

This by-law change will provide for the calculation of vacation credits on an accrual basis only in the year that an employee leaves the service of the Town. The by-law previously provided only for the accrual of sick credits, but vacation was granted annually on the anniversary or at the beginning of the fiscal year. Employees who left prior to the anniversary or fiscal year, were not given prorated vacation credits as such were not provided for in the by-law.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 6-0

ARTICLE 7

To see if the Town will vote to transfer the care, custody, management and control of the land described in this article from the Board of Selectmen for general municipal purposes to the Board of Selectmen for general municipal purposes and also for the purpose of leasing to a communications services provider for construction, use and maintenance of a communications service facility or facilities, for a term not to exceed twenty-five years, said land being all or a portion of the parcel shown on Assessors Map 5 as Block B28-25 (north of the Tilcon Capaldi Site), consisting of 10.3 acres subject to an easement to Cape & Vineyards Electric Co., and the parcel shown on Assessors Map 15 as Lot 060 and 060A (the Police Station Site), and to authorize the Board of Selectmen to enter into such lease on such terms and conditions as the Selectmen shall determine; or take any action relative thereto.

By Board of Selectmen

SUMMARY

This article will authorize the Board of Selectmen to sign a lease for a communications tower to be placed on certain parcels of Town owned land described above. The Selectmen used a Request for Proposals process to solicit interested parties and received six responses and interviewed three of the companies. The lease document as negotiated by the Board is available for review. In general the terms are: the tower will be constructed by Omnipoint Communications and they will be the owners responsible for maintenance, construction, and dismantling of the tower if necessary; the tower will be 195' in height; the annual rent from Omnipoint is \$25,000 in the first year with a 5% increase in each subsequent year; there will be up to five additional lessees on the tower and each will pay no less than \$25,000 per year in the first year with a 5% increase in each of the subsequent years, with 80% of this rental being returned to the Town; the lease term requested is 25 years. The projected revenue in the first year is \$105,000. The Board of Selectmen with the authorization from this Town Meeting will finalize the lease. The Tower is subject to Cape Cod Commission review and local zoning and planning board regulations and/or review.

BOARD OF SELECTMEN RECOMMENDATION: 5-0
FINANCE COMMITTEE RECOMMENDATION: 7-0

ARTICLE 8

To see if the Town will vote to amend the Eastham Compensation Plan By-Law, Section 2.1 by deleting the pay scales after the date “July 1, 1995” and inserting in their place the following:

Police Sergeant	Step 1	Step 2	Step 3
Annual	\$42,752	\$44,248	\$45,797
Hourly	20.5/hr	21.27/hr	22.02/hr
Police Lieutenant	Step 1	Step 2	Step3
Annual	\$49,461	\$51,192	\$52,984
Hourly	23.78/hr	24.61/hr	25.47/hr

And further to delete in Section 2.1 Full Time Exempt & Non-Exempt Positions Compensation, after the words “Grade 18 Police Chief, Fire Chief.” page entitled “FY98 Classification with Grades and Pay Rates.” and replace it with a new page entitled “FY99 Classification with Grade and Pay Rates.” as follows:

By Board of Selectmen

SUMMARY

This change is to increase the non-union pay scales by 2% in order to continue the consistency between the non-union and union jobs, which is based on the classification system covering these positions, and the union positions.

BOARD OF SELECTMEN RECOMMENDATION: 5-0
FINANCE COMMITTEE RECOMMENDATION: 6-0

FY99 CLASSIFICATION PLAN WITH GRADES AND PAY RATES

Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
1	Hourly	8.42	8.71	9.02	9.34	9.66	10.00	10.35	10.71
	Weekly	294.70	305.01	315.69	326.74	338.18	350.01	362.26	374.94
2	Hourly	9.01	9.32	9.65	9.99	10.34	10.70	11.07	11.46
	Weekly	315.33	326.37	337.79	349.61	361.85	374.51	387.62	401.19
3	Hourly	9.64	9.98	10.33	10.69	11.06	11.45	11.85	12.26
	Weekly	337.40	349.21	361.43	374.08	387.18	400.73	414.75	429.27
4	Hourly	10.22	10.58	10.95	11.33	11.73	12.14	12.56	13.00
	Weekly	357.65	370.16	383.12	396.53	410.41	424.77	439.64	455.03
5	Hourly	10.83	11.21	11.60	12.01	12.43	12.86	13.31	13.78
	Weekly	379.10	392.37	406.11	420.32	435.03	450.26	466.02	482.33
6	Hourly	11.48	11.88	12.30	12.73	13.18	13.64	14.11	14.61
	Weekly	401.85	415.92	430.47	445.54	461.13	477.27	493.98	511.27
7	Hourly	12.17	12.60	13.04	13.49	13.97	14.45	14.96	15.48
	Weekly	425.96	440.87	456.30	472.27	488.80	505.91	523.62	541.94
8	Hourly	12.90	13.35	13.82	14.30	14.80	15.32	15.86	16.41
	Weekly	451.52	467.32	483.68	500.61	518.13	536.26	555.03	574.46
9	Hourly	13.67	14.15	14.65	15.16	15.69	16.24	16.81	17.40
	Weekly	478.61	495.36	512.70	530.64	549.22	568.44	588.34	608.93
10	Hourly	14.50	15.00	15.53	16.07	16.63	17.22	17.82	18.44
	Weekly	507.33	525.08	543.46	562.48	582.17	602.55	623.64	645.46
11	Hourly	15.36	15.90	16.46	17.04	17.63	18.25	18.89	19.55
	Weekly	537.77	556.59	576.07	596.23	617.10	638.70	661.05	684.19
12	Hourly	16.59	17.17	17.78	18.40	19.04	19.71	20.40	21.11
	Weekly	580.79	601.12	622.16	643.93	666.47	689.80	713.94	738.93
13	Hourly	17.92	18.55	19.20	19.87	20.57	21.29	22.03	22.80
	Weekly	627.25	649.21	671.93	695.45	719.79	744.98	771.05	798.04
14	Hourly	19.00	19.66	20.35	21.06	21.80	22.56	23.35	24.17
	Weekly	664.89	688.16	712.24	737.17	762.97	789.68	817.32	845.92
15	Hourly	20.14	20.84	21.57	22.33	23.11	23.92	24.75	25.62
	Weekly	704.78	729.45	754.98	781.40	808.75	837.06	866.36	896.68
16	Hourly	21.34	22.09	22.87	23.67	24.49	25.35	26.24	27.16
	Weekly	747.07	773.21	800.28	828.29	857.28	887.28	918.34	950.48
17	Hourly	22.84	23.64	24.47	25.32	26.21	27.13	28.07	29.06
	Weekly	799.36	827.34	856.30	886.27	917.29	949.39	982.62	1,017.01
18	Hourly	23.98	24.82	25.69	26.59	27.52	28.48	29.48	30.51
	Weekly	839.33	868.71	899.11	930.58	963.15	996.86	1,031.75	1,067.86
19	Hourly	25.42	26.21	27.23	28.18	29.17	30.19	31.25	32.34
	Weekly	889.69	920.83	953.06	986.42	1,020.94	1,056.67	1,093.66	1,131.93
20	Hourly	26.94	27.89	28.86	29.87	30.92	32.00	33.12	34.28
	Weekly	943.07	976.08	1,010.24	1,045.60	1,082.20	1,120.07	1,159.28	1,199.85

ALL WEEKLY RATES ARE BASED ON 35 HOUR WORK WEEKS. HOURLY MAY BE USED TO DETERMINE 40 HOUR OR PART TIME RATES.

ARTICLE 9

To see if the Town will vote to fix the salary and compensation of all elective officials of the Town as provided by Section 108, Chapter 41, General Laws as amended, and to raise and appropriate or transfer from available funds the following sums of money for salaries; or take any action relative thereto.

Moderator	100.00
Town Clerk	32,387.22
Town Treasurer/Tax Collector	34,987.14
Selectmen (5) \$1,000 each	<u>5,000.00</u>
Total	\$72,474.36
	By Elected Officials

SUMMARY

This article appears each year to set the salaries of the elected officials. It is increased over last year in that it provides for a 3.5% salary increase for the Treasurer/Collector and the Town Clerk. The Selectmen and the Moderator salaries remain the same.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 6-0

ARTICLE 10

To see if the Town will vote to accept the provisions of Massachusetts General Laws, Chapter 71, Section 16B, which would reallocate the sum of the member towns' contributions to the Nauset Regional School District in accordance with the Regional Agreement rather than the Education reform formula so-called, or take any action relative thereto.

By Nauset Regional School Committee

SUMMARY

State law permits member communities to pay assessment shares under the terms of their local Regional Agreements, rather than by amounts assigned by the state under the terms of the Education Reform Act of 1993. In effect, this eliminates the state's dubious determination of the member towns' "ability to pay," and reverts to the per-pupil sharing formula agreed to when the school district was formed.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 6-0

ARTICLE 11

To see if the Town will vote to raise and appropriate or transfer from available funds the sum of \$30,000 to be spent by the Board of Assessors for the purposes of conducting Phase II and III of a comprehensive data recollection relative to property assessment as mandated by the Commonwealth; or take any action relative thereto.

By Board of Assessors/Board of Selectmen

SUMMARY

This is the second and third phase of the data review process. Previously, the Town appropriated \$96,946.32 for this process. This money would be added to the remainder of that sum to continue the work. The total project, which includes the measure of and visual inspection of all properties in the Town, is expected to cost approximately \$134,000. This data review is required by the state every ten years.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 7-0

ARTICLE 12

To see if the Town will vote to act on the operating budget, including recommendations and reports of the Selectmen, Finance Committee and other Town Officials, and to see if the Town will vote to raise and appropriate or transfer from the Ambulance Receipts Reserved for Appropriation, Stabilization Fund, the Windmill

Receipts Reserved for Appropriation and from other available funds and accounts, the sum of **\$11,156,499.00** for the same; or take any action relative thereto.

By Board of Selectmen

SUMMARY

This article is the annual operating budget. Municipal expenditure is down 6.3%, while education expenditures are up 5%. The total budget is down 1.8%, reflecting a decrease of \$205,351. The shift in individual budget sectors, show that the primary area of reduction is in debt services. Several major debt issues were retired this year, allowing for the consideration of increases in service. Specifically, the budget provided funds to pay for clerical support for night meetings and producing minutes for some of the volunteer boards and committees, particularly the regulatory boards. This will be offered to existing support staff and should not involve any permanent new hires. In the highway division, an additional person is requested for 25 weeks. This individual will assist in road maintenance and general duties primarily in the highway division of the DPW. There is also an increase in the accounting department to enlarge the position to 40 hours. Several other department head positions are currently 40 hours including, health agent, natural resources, and building inspector. One other service expansion which is not permanent, is the addition of clerical hours in the assessing department. This increase will allow for the data input services related to the revaluation program currently underway. Other additions to the budget on the expense side include a significant increase in data processing to pay for the software and hardware maintenance agreement related to the new computer systems installed two years ago and currently in use in the accounting, assessing, and treasurer/collector departments.

Also, there is an increase in the employee benefits line to accommodate more training opportunities for the non-public safety personnel. That training may include computer operation, management training, and customer service.

Most of the budget categories have an overall increase of 3% to 6%. On the salary accounts this is due to employees steps and COLA increases. The average increase is 4% for salaries.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE REPORT AND RECOMMENDATION: 8-0 in favor of the budget however, the Finance Committee recommends a lower number, \$11,116,727. This reflects a reduction of \$32,000 in the Elementary School Budget for a new teacher for a new Foreign Languages Program and a decrease of \$7,772 in the Employee Health insurance for the benefit portion of this new position. The committee feels that the school operating budget request is up significantly, over 8%, without this new program. If you include the \$70,300 in capital expenses, an increase of \$36,795 or 52%, the overall expenditure increase requested, is 11.27% over FY98. The World Languages Program is a new program and was originally presented outside the budget. The committee feels that this program should be reconsidered in light of the capital and equipment needs of the school. The expansion of a language program that is not tied into the Middle school experience, should be considered at a later time when it can be easily accommodated within the budget without exceeding the general increase guideline of 4%. The finance recommendation will allow for a 9.8% increase in spending for the elementary school, and this includes the capital and operating budget.

Item #	Approved ATM and STM FY97	Approved Request FY98	Request FY99 Budget	Increase Decrease ()	% Age Increase FY98 Approved Proposed FY99	Finance Committee Recommendation
GENERAL GOVERNMENT						
1	\$131,235.08	\$134,987.00	\$140,695.00	\$5,708.00	4.23%	5-0
2	9,723.00	9,893.00	10,773.00	880.00	8.90%	5-0
3	115.00	115.00	115.00	0.00	0.00%	5-0
4	50,000.00	50,000.00	50,000.00	0.00	0.00%	5-0
5	67,370.45	66,849.00	79,196.00	12,347.00	18.47%	5-0
6	14,400.00	15,450.00	13,525.00	(1,925.00)	-12.46%	5-0
7	70,389.50	73,105.00	75,834.00	2,279.00	3.73%	5-0
8	5,965.95	6,072.00	6,139.00	67.00	1.10%	5-0
9	4,500.00	4,500.00	6,883.00	2,383.00	52.96%	5-0
10	36,678.89	38,167.00	40,326.00	2,159.00	5.66%	5-0
11	5,541.00	5,345.00	5,471.00	126.00	2.36%	5-0
12	250.00	250.00	250.00	0.00	0.00%	5-0
13	40,000.00	45,000.00	45,000.00	0.00	0.00%	5-0
14	100.00	100.00	100.00	0.00	0.00%	5-0
15	5,450.00	23,450.00	34,240.00	10,790.00	46.01%	5-0
16	15,000.00	15,000.00	10,000.00	(5,000.00)	-33.33%	5-0
17	34,749.76	36,850.00	38,324.00	1,474.00	4.00%	5-0
18	10,653.68	10,849.00	11,461.00	612.00	5.64%	5-0
19	985.00	600.00	814.00	214.00	35.67%	5-0
20	13,118.38	11,578.00	14,132.00	2,554.00	22.06%	5-0
21	1,830.00	2,235.00	3,635.00	1,400.00	62.64%	5-0
22	10,602.40	11,420.00	12,064.00	644.00	5.64%	5-0
23	1,042.55	1,140.00	1,975.00	835.00	73.25%	5-0
24	126,085.65	126,463.00	129,448.00	2,985.00	2.36%	5-0
25	17,757.00	17,772.00	19,407.00	1,635.00	9.20%	5-0
26	535.00	525.00	0.00	(525.00)	N/A	5-0
27	150.00	150.00	2,570.00	2,420.00	N/A	5-0
28	46,382.36	48,168.00	50,379.00	2,211.00	4.59%	5-0
29	33,553.00	40,587.00	44,187.00	3,600.00	8.87%	5-0
30	56,000.00	60,000.00	63,000.00	3,000.00	5.00%	5-0
31	5,000.00	5,000.00	5,000.00	0.00	0.00%	5-0
32	2,000.00	2,000.00	5,290.00	3,290.00	164.50%	5-0
	\$817,163.65	\$863,620.00	\$920,233.00	\$56,613.00	6.56%	

Item #	Approved ATM and STM FY97	Approved Request FY98	Request FY99 Budget	Increase Decrease ()	% Age Increase FY98 Approved Proposed FY99	Finance Committee Recommendation	
PUBLIC SAFETY & INSPECTIONAL SERVICES							
33	Police Salary	845,415.11	882,065.00	901,073.00	19,008.00	2.15%	6-0
34	Police Expense	108,324.20	110,715.00	109,430.00	(1,285.00)	-1.16%	6-0
35	Fire Salary	779,557.16	827,553.00	842,041.00	14,488.00	1.75%	6-2
36	Fire Expense	48,520.00	47,273.00	49,185.00	1,912.00	4.04%	8-0
37	Building Inspection Salary	48,300.92	50,481.00	53,333.00	2,852.00	5.65%	6-0
38	Building Inspection Expense	4,809.00	4,809.00	5,609.00	800.00	16.64%	6-0
39	Gas/Plumbing Inspection Expense	14,388.00	14,892.00	15,413.00	521.00	3.50%	6-0
40	Wire Inspection Expense	14,388.00	14,892.00	15,413.00	521.00	3.50%	6-0
41	Civil Defense Expense	155.00	155.00	155.00	0.00	0.00%	6-0
42	Tree Warden Expense	450.00	900.00	900.00	0.00	0.00%	6-0
43	Dutch Elm Disease Expense	100.00	50.00	50.00	0.00	0.00%	6-0
44	Insect/Pest/Poison Ivy Control	10.00	10.00	10.00	0.00	0.00%	6-0
45	Harbors & Landings Salary	3,995.44	4,140.00	4,351.00	211.00	5.10%	6-0
46	Harbors & Landings Expense	1,814.00	1,517.00	1,867.00	350.00	23.07%	6-0
47	Dispatching Salary	168,556.57	168,340.00	175,781.00	7,441.00	4.42%	6-0
48	Dispatching Expense	3,575.00	4,775.00	2,850.00	(1,925.00)	-40.31%	6-0
		\$2,042,358.40	\$2,132,567.00	\$2,177,461.00	\$44,894.00	2.11%	
EDUCATIONAL SERVICES							
49	Elementary School Operations	1,839,292.00	2,017,939.00	2,212,410.00	194,471.00	9.64%	0-7-1
50	Elementary School Out of State Travel						
51	Nauset Region Capital Assessment	392,251.00	363,829.00	346,440.00	(17,389.00)	-4.78%	8-0
52	Nauset Capital Improvement Assessment						
53	Nauset Region Operating Assessment	2,004,169.00	2,058,568.00	2,123,554.00	64,986.00	3.16%	8-0
54	Cape Cod Regional Technical School	87,405.00	83,273.00	67,490.00	(15,783.00)	-18.95%	8-0
		\$4,323,117.00	\$4,523,609.00	\$4,749,894.00	\$226,285.00	5.00%	
PUBLIC WORKS & SANITATION							
55	General Maintenance Salary	192,213.17	203,390.75	220,517.00	17,126.25	8.42%	5-0
56	General Maintenance Expense	83,222.00	81,697.00	64,787.00	(16,910.00)	-20.70%	5-0
57	Snow & Sanding Salary	16,570.00	18,840.00	18,840.00	0.00	0.00%	5-0
58	Snow & Sanding Expense	8,530.00	10,030.00	10,030.00	0.00	0.00%	5-0
59	Street Lighting Expense	7,000.00	6,100.00	6,100.00	0.00	0.00%	5-0
60	Waste Collection & Disposal Salary	82,810.47	84,227.00	88,579.00	4,352.00	5.17%	5-0
61	Waste Collection & Disposal Expense	181,106.30	166,704.00	163,660.00	(3,044.00)	-1.83%	5-0
62	Public Works/Natural Resources Facility	13,150.00	13,150.00	13,478.00	328.00	2.49%	5-0
		\$584,601.94	\$584,138.75	\$585,991.00	\$1,852.25	0.32%	

Item #	Approved ATM and STM FY97	Approved Request FY98	Request FY99 Budget	Increase Decrease ()	% Age Increase FY98 Approved Proposed FY99	Finance Committee Recommendation
HEALTH & HUMAN SERVICES						
63	75.00	75.00	75.00	0.00	0.00%	5-0
64	200.00	1.00	1.00	0.00	0.00%	5-0
65	6,500.00	6,500.00	6,500.00	0.00	0.00%	5-0
66	54,358.84	56,210.00	59,110.00	2,900.00	5.16%	5-0
67	3,535.00	3,385.00	3,385.00	0.00	0.00%	5-0
68	100.00	100.00	100.00	0.00	0.00%	5-0
69	72,116.06	74,878.00	78,231.00	3,353.00	4.48%	5-0
70	13,962.55	14,331.00	14,292.00	(39.00)	-0.27%	5-0
71	57,861.37	54,269.00	57,339.00	3,070.00	5.66%	5-0
72	7,478.00	4,939.00	4,896.00	(43.00)	-0.87%	5-0
73	8,255.80	8,463.00	8,675.00	212.00	2.51%	5-0
74	8,000.00	8,000.00	8,200.00	200.00	2.50%	5-0
75	34,235.00	35,850.00	38,250.00	2,400.00	6.69%	5-0-1
	\$266,677.62	\$267,001.00	\$279,054.00	\$12,053.00	4.51%	
CULTURE & RECREATION						
76	83,902.07	88,343.00	93,327.00	4,984.00	5.64%	5-0
77	35,094.00	36,345.00	37,785.00	1,440.00	3.96%	5-0
78	14,651.52	14,652.00	12,252.00	(2,400.00)	-16.38%	5-0
79	14,047.00	14,047.00	15,097.00	1,050.00	7.47%	5-0
80	3,248.64	3,300.00	3,300.00	0.00	0.00%	5-0
81	463.00	363.00	363.00	0.00	0.00%	5-0
	\$151,406.23	\$157,050.00	\$162,124.00	\$5,074.00	3.23%	
DEBT & BANKING SERVICES						
82	35,000.00	35,000.00	35,000.00	0.00	0.00%	6-0
83	15,000.00	0.00	0.00	0.00	N/A	6-0
84	75,000.00	75,000.00	78,520.00	3,520.00	4.69%	6-0
85	200,000.00	200,000.00	200,000.00	0.00	0.00%	6-0
86	86,800.00	86,800.00	0.00	(86,800.00)	-100.00%	6-0
87		103,914.00	57,192.00	(46,722.00)	-44.96%	6-0
88	68,200.00	68,200.00	0.00	(68,200.00)	-100.00%	6-0
89	155,000.00	155,000.00	152,100.00	(2,900.00)	-1.87%	6-0

Item #	Approved ATM and STM FY97	Approved Request FY98	Request FY99 Budget	Increase Decrease ()	% Age Increase FY98 Approved Proposed FY99	Finance Committee Recommendation
DEBT & BANKING SERVICES (cont.)						
90		65,000.00	80,000.00	15,000.00	23.08%	6-0
91	395,000.00	395,000.00	0.00	(395,000.00)	-100.00%	6-0
92	65,000.00	65,000.00	65,000.00	0.00	0.00%	6-0
93	175,000.00	175,000.00	175,000.00	0.00	0.00%	6-0
94	30,000.00	30,000.00	29,380.00	(620.00)	-2.07%	6-0
95	30,100.00	4,500.00	4,500.00	0.00	0.00%	6-0
96	338,671.28	296,000.00	264,128.00	(31,872.00)	-10.77%	6-0
	\$1,668,771.28	\$1,754,414.00	\$1,140,820.00	(\$613,594.00)	-34.97%	
OTHER EXPENSES (GENERAL GOVERNMENT)						
97	4,300.00	4,300.00	8,300.00	4,000.00	93.02%	6-0
98	346,213.00	318,795.00	362,262.00	43,467.00	13.63%	6-0
99	15,000.00	11,000.00	12,000.00	1,000.00	9.09%	6-0
100	535,000.00	588,875.00	602,204.00	13,329.00	2.26%	0-7-1
101	171,350.00	156,480.00	156,156.00	(324.00)	-0.21%	6-0
	\$1,071,863.00	\$1,079,450.00	\$1,140,922.00	\$61,472.00	5.69%	
GRAND TOTAL						
SCHOOL BUDGET ONLY						
	\$10,925,959.12	\$11,361,849.75	\$11,156,499.00	(\$205,350.75)	-1.81%	
GENERAL GOVERNMENT W/O SCHOOLS						
	\$4,323,117.00	\$4,523,609.00	\$4,749,894.00	\$226,285.00	5.00%	
	\$6,602,842.12	\$6,838,240.75	\$6,406,605.00	(\$431,635.75)	-6.31%	

ARTICLE 13

To see if the Town will, in accordance with Section 6-5 of the Eastham Home Rule Charter vote to accept the Capital Improvement Plan for FY00-FY2004 as printed below; or take any action relative thereto.

Board of Selectmen

SUMMARY

This capital acquisition and improvement plan is an extension of the plan voted last year. An additional year has been added and most of the items shown for FY99 on the previous plan, have been placed on the capital acquisition article in this warrant. The plan shows the capital items to be purchased or improvements to be made for the municipal departments and the Eastham Elementary School. Potential funding sources are shown in the column beside the estimated cost. The key for funding sources is at the end of the plan along with totals by funding source. Major additions this year are the inclusion of Land Acquisition (#124), and Historic Commission Gravestone Project (#123), both scheduled for FY00. Also a million dollars has been added to year FY04, for the renovation and expansion of the Library (#39). This would be a debt exclusion and it is uncertain at this time whether the expansion would be on the existing site, whether abutting properties would be sought and to what extent the square footage would be expanded. Shown for the first time in the five year plan is also, a four million dollar project for the Elementary School (#74). It is anticipated at this time that this project would expand and renovate the current building. A building committee is being reactivated for the purpose of developing the project. This project would be subject to a debt exclusion.

The five year plan is developed by soliciting input from department heads on ordinary replacement items, new equipment to improve service delivery, major structural improvements or maintenance projects and new structures. These requests are then ranked by balancing critical need, projected date needed and funds available. Then after discussions with each department head, the plan is prepared. Items on the plan, once voted, may be moved forward or backward, depending on timeliness of need, cost, or both.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 7-0

TOWN OF EASTHAM
FIVE YEAR CAPITAL PLAN FY00 - FY04

ITEM #	DEPARTMENT	ITEM	FY00	FY01	FY02	FY03	FY04
DATA PROCESSING							
1		Computer Hardware/Software	\$10,000.00 F	\$10,000.00 F	\$20,000.00 F	\$30,000.00 F	\$30,000.00 F
2		GIS	8,000.00 F	5,000.00 F	5,000.00 F	5,000.00 F	5,000.00 F
3		Record Scan/Retention System Microfilm	10,000.00 F				
		Sub-Total	\$28,000.00	\$15,000.00	\$25,000.00	\$35,000.00	\$35,000.00
COA/ADULT DAYCARE							
4		Van Replacement	18,000.00 C		18,000.00 D		
5		Day Center Furniture		2,000.00 C			
6		Appliances					
		Sub-Total	\$18,000.00	\$2,000.00	\$18,000.00		
BUILDING							
7		Inspection Vehicle	12,000.00 F				
HEALTH							
8		Inspection Vehicle		12,000.00 F			
NATURAL RESOURCES							
9		4 x 4 Pick Up					
10		Outboard Motor 115 HP		20,000.00 F		20,000.00 F	
11		Portable Radio (2)		3,000.00 F			
12		Salt Pond Shed Replacement	20,000.00 F				
		Sub-Total	\$20,000.00	\$23,000.00		\$20,000.00	
HARBOR IMP.							
13		Electric Service					
14		Upgrade and General Improvements	3,000.00 EX				
MUNICIPAL BUILDINGS EQUIPMENT							
15		(Power & Hand Tools, Paint, Vacuum)	1,000.00 F		1,000.00 F		3,000.00 F
16		Vacuum/Carpet Cleaners/Ladders			3,000.00 F		
		Sub-Total	\$1,000.00	\$0.00	\$4,000.00	\$0.00	\$3,000.00

ITEM #	DEPARTMENT	ITEM	FY00	FY01	FY02	FY03	FY04
MUNICIPAL BUILDINGS IMPROVEMENTS							
17	All Bldgs.	Water Treatment/Filter Systems (4)		1,000.00 F		1,000.00 F	
18		Various Projects:					
		Lighting Improvements, Major Repairs, Painting, etc.					
	Sub-Total		5,000.00 T \$5,000.00	7,000.00 T \$8,000.00	5,000.00 T \$5,000.00	7,000.00 T \$8,000.00	5,000.00 T \$5,000.00
19	T.H.	Interior Painting		3,000.00 F		3,000.00 F	
20		Exterior Painting	1,500.00 F		1,500.00 F		
21		Mechanical Systems Overhaul	2,000.00 F \$3,500.00			3,000.00 F \$6,000.00	
	Sub-Total			\$3,000.00	\$1,500.00	\$6,000.00	\$0.00
22	COA	Exterior Painting		1,500.00 C		1,500.00 C	
23		Air Conditioning/Overhaul		2,000.00 C			
24		Generator	30,000.00 F \$30,000.00				
	Sub-Total			\$3,500.00	\$0.00	\$1,500.00	\$0.00
25	DPW NR	Air Conditioning (Overhaul)			1,500.00 F		
26		Interior Painting		3,000.00 F			3,000.00 F
27		Copier Replacement		4,000.00 F			
28		Heating System Overhaul/Replace	5,000.00 F \$5,000.00		\$1,500.00	\$0.00	5,000.00 F \$8,000.00
	Sub-Total			\$7,000.00	\$1,500.00	\$0.00	
29	Info/Windmill	Gen. Bldg. Main & Repair	10,000.00 F				
		Major Windmill Repairs and Maintenance					
30	Police	Carpet Replacement	8,000.00 F				
31		Replace/Overhaul, Air Cond.		2,000.00 F			2,000.00 F
32		Painting (Interior, Supplies/Contr.)		1,500.00 F			
33		Heating System Overhaul/Replace	3,000.00 F \$11,000.00	\$3,500.00	\$0.00	3,000.00 F \$3,000.00	\$2,000.00
	Sub-Total			\$3,500.00	\$0.00	\$3,000.00	\$2,000.00
34	Library	Driveway Resurfacing	16,500.00 F				
35		Carpet Front Entrance	8,000.00 F				
36		Replace Doors (Side)	5,500.00 F				
37		Heating System Overhaul/Replace		5,000.00 F			
38		Exterior Painting		5,000.00 F			
39		Renovation/Expansion/Relocation					1,000,000.00 D
	Sub-Total		\$30,000.00	\$10,000.00	\$0.00	\$0.00	\$1,000,000.00

ITEM #	DEPARTMENT	ITEM	FY00	FY01	FY02	FY03	FY04
40	Fire	Renovate/Enlarge Fire Station (1.2 million ten years)	34,000.00 D \$172,000.00	144,400.00 D \$200,900.00	139,800.00 D \$155,000.00	135,200.00 D \$169,200.00	130,600.00 D \$1,158,600.00
41	School	Roof Reshingle					
42		Shingling, Sidewalls Portions	10,725.00 F	10,725.00 F			10,725.00 F
43		Energy Windbreak		15,000.00 F		17,009.00 F	
44		Replace Playground Equip.				22,000.00 F	
45		Replace Windows (Pre '80 Windows)	15,000.00 F				
46		Reseed/Irrigate Playground	19,295.00 F				
47		Parking Lot Repair/Expansion					
48		Security System Doors		6,000.00 F		6,000.00 F	
49		Exterior Painting	25,000.00 F			6,976.00 F	25,000.00 F
50		Replace Gutters		5,900.00 F			
51		Replace Four Doors		5,000.00 F			
52		Cafeteria, Tile Floor		7,000.00 F			
53		Upgrade 36 & 58 Baths		12,000.00 S		12,000.00 S	
54		Replace CR Univents (7)	28,000.00 F				
55		Replace Oil Burners		7,000.00 S			
56		Vacuum Ductwork					
57		Interior Painting (Rotating Classroom, and Corridors)	5,000.00 S	5,000.00 S	5,000.00 S	5,000.00 S	5,000.00 S
58		Gym Floor Refinishing			7,000.00 F		
59		Replace Compressor/Air Dryer				18,000.00 F	
60		Carpet/Underlayment Repl.	8,000.00 F	8,000.00 F	8,000.00 F	8,000.00 F	
61		Air Condition 5 Rooms				10,000.00 F	
62		Classroom #12, Sink		5,000.00 F			
63		Elevator Safety Items			9,900.00 S		
64		Cafeteria-Refrigerator A	5,200.00 S				
65		Cafeteria/Refrigerator B	3,500.00 S				
66		Cafeteria/Walk In Cooler	8,000.00 S				
67		Dishwasher	10,100.00 S/F				
68		Oven	6,000.00 S				
69		Freezer	5,000.00 S				
70		** Items #64-#69 Cafeteria Equipment Should Be Purchased Using School Budget And Lunch Fund					
71		Replace Phone System		6,000.00 S			
		Riso Copier (Replacement)			5,000.00 S		

ITEM #	DEPARTMENT	ITEM	FY00	FY01	FY02	FY03	FY04
72		Hot Water Tank, in Boiler Room		5,000.00 F			
73		Hot Water Tank, in Maintenance Room			5,000.00 F		
74		Expand/Refurbish Elementary School					4,000,000.00 D
75		Generator	30,000.00 F				
	Sub-Total		\$180,820.00	\$91,625.00	\$56,625.00	\$104,985.00	\$4,045,725.00
76	BEACHES	Upgrade/ADA Bath Houses	44,000.00 B/F	44,000.00 B/F			
77		Revetments - (Parking Lots)	10,000.00 B/F	10,000.00 B/F			
		Cooks Brook, Sunken Meadow, Campground					
78		4 x 2 Truck					20,000.00 B/F
	Sub-Total		\$54,000.00	\$4,000.00	\$0.00	\$0.00	\$20,000.00
	DPW						
79		One Ton Pick Up		23,000.00 F		24,000.00 F	
80		S-10 Pick Up		20,000.00 F			
81		Sander	13,000.00 F				
82		International Dump	65,000.00 F			65,000.00 F	
83		Resurfacing Chap. 90					
84		Ordinary Road M & R (Not Chap. 90)					
85		Wood Chipper	20,000.00 T	20,000.00 T	30,000.00 T	30,000.00 T	40,000.00 T
86		Sandblast/Paint Trailer & H01		18,000.00 G			
87		Hot Mix Compactor	10,000.00 T	10,000.00 T			
88		Plow & Push Frame/Tractor	3,300.00 F	2,000.00 F			
89		Snow Plow 11'	6,000.00 F				
90		Michigan 75 Replacement					125,000.00 D
91		New Trash Trailers					110,000.00 D
92		Replace Sweeper					100,000.00 D
	Sub-Total		\$117,300.00	\$93,000.00	\$30,000.00	\$119,000.00	\$375,000.00
	POLICE						
93		Cruiser	28,000.00 T	28,500.00 T	29,000.00 T	29,500.00 T	30,000.00 T
94		Cruiser	28,000.00 T	28,500.00 T	29,000.00 T	29,500.00 T	30,000.00 T
95		Animal Control Van (Replace 1997)				23,429.00 F	
96		4 x 4 Vehicle (Replace 1996)					31,519.00 F
97		Printer Replacements	1,000.00 F		1,200.00 F		1,500.00 F

ITEM #	DEPARTMENT	ITEM	FY00	FY01	FY02	FY03	FY04
98		Oxygen Equipment	1,200.00 T				
99		Portable Radios (6)	10,000.00 F			2,100.00 F	
100		Alpha Computer System (Upgrade Vax 3100)	17,925.00 F	2,00.00 F	2,600.00 F	2,600.00 F	
101		Mobile Data Terminals (Computer in Cruiser)	20,800.00 F	20,800.00 F			
	Sub-Total		\$106,925.00	\$80,400.00	\$82,600.00	\$87,129.00	\$93,019.00
	FIRE (EQUIP)						
102		Replace Ambulance		75,000.00 A		80,000.00 A	
103		Engine/Pumper (Tanker) New Addition	150,000.00 D			200,000.00 D	
104		Replace Copier		4,000.00 F			
105		Squad 1 Replacement			18,000.00 A		
106		Inspection Vehicle					22,000.00 A
107		Upgrade Air Packs - 4.5L			25,000.00 A		
108		Heavy Rescue Vehicle			250,000.00 D		
109		Cascade Trailer/Air Pack Upgrade			20,000.00 A		
110		12 EKG Upgrade (2)	20,000.00 A				
111		Upgrade and Replace Turnout Gear (14 Sets)		22,000.00 A			
112		Hydrant Standpipe System Expand	2,500.00 T		2,500.00 T		2,500.00 T
113		Replace 1986 Engine					200,000.00 D
114		Replace Gas Meter				3,000.00 A	
115		Computer Software Enhancements	10,000.00 A			10,000.00 A	
116		Computer Hardware Enhancement/Additions	5,000.00 F			5,000.00 F	
117		Fire Suppression Upgrades/Replacement	6,500.00 A	5,000.00 A		3,500.00 A	5,000.00 A
118		Jaws			25,000.00 A		
119		Air Bags (Lifting Cars)					3,000.00 A
120		Survival Suits				3,000.00 A	
121		Boat Replacement				30,000.00 A	
122		Radio Replacement/Upgrades				6,000.00 A	
	Sub-Total		\$200,000.00	\$106,000.00	\$340,500.00	\$340,500.00	\$232,500.00
123	HISTORIC COMMISSION						
		Gravestone Preservation Project	36,000.00				
124	LAND ACQUISITION						
			50,000.00 F	50,000.00 F	50,000.00 F	50,000.00 F	50,000.00 F

ITEM #	DEPARTMENT	ITEM	FY00	FY01	FY02	FY03	FY04
125	LIMITED MUNICIPAL WATER SYSTEM						
	TOTAL		\$955,545.00	149,000.00 D \$855,425.00	144,400.00 D \$898,925.00	139,800.00 D \$1,050,114.00	135,200.00 D \$6,135,044.00
TOTAL CAPITAL FUNDS NEEDED BY SOURCE							
FUNDING SOURCE KEY							
		F = Free Cash	514,545.00	258,525.00	143,325.00	325,114.00	166,744.00
		C = COA/Friends	18,000.00	5,500.00	18,000.00	1,500.00	0.00
		A = Ambulance Receipts	42,500.00	102,000.00	88,000.00	135,500.00	30,000.00
		H = Chapter 90	0.00	0.00	0.00	0.00	0.00
		EX = Boat Excise	3,000.00	0.00	0.00	0.00	0.00
		T = Tax Levy	94,700.00	94,000.00	95,500.00	96,000.00	107,500.00
		D = Capital Debt Exclusion	184,000.00	293,400.00	534,200.00	475,000.00	5,800,000.00
		R = Regional Authority	0.00	0.00	0.00	0.00	0.00
		G = Grant/Other	0.00	18,000.00	0.00	0.00	0.00
		B/F = Beach Receipts & Free Cash	54,000.00	54,000.00	0.00	0.00	20,000.00
		S or S/F = School Budget or Lunch Fund	44,800.00	30,000.00	19,900.00	17,000.00	10,000.00
	Total		\$955,545.00	\$855,425.00	\$898,925.00	\$1,050,114.00	\$6,135,044.00

ARTICLE 14

To see if the Town will vote to raise and appropriate and/or transfer from available funds the sum of \$383,000 to purchase the following capital items or make improvements to capital facilities as listed below; or take any action relative thereto.

TOWN OF EASTHAM CAPITAL ACQUISITION ARTICLE FY99

Department	Item Description	Estimated Cost
Data Processing	Computer Hardware/Software	\$10,000.00 F
	GIS	10,000.00 F
COA/Adult Daycare	Appliances	3,000.00 C
Natural Resources	4 x 4 Pick up	20,000.00 F/S
	Outboard Motor 115 HP	10,000.00 F
Harbor Imp.	Electric Service	2,300.00 EX
Municipal Buildings Improvements	Water Treatment Systems (4)	7,500.00 F
	Improvement Projects	7,000.00 F
	Painting Police, COA, Library, DPW, Replace Ceilings, Doors, Major Equip.	
DPW NR	Air Conditioning	7,000.00 F
	Front Door Replacement	1,000.00 F
Elementary School	Reshingle Roof (Engineer & Replace)	32,000.00 F
	Replace Playground Equipment	8,000.00 F
	Sidewall Shingling	10,000.00 F
	Vacuum Ductwork	5,000.00 F/S
	Replace Four Doors	5,100.00 F/S
	Carpet Tile Replacement	5,200.00 F/S
	Interior Painting	5,000.00 F/S
Information Booth/Windmill		10,000.00 F
	General Building Maintenance & Repair	
	Reshingle South Side, Hemlaths @ Windmill	
Beaches	Upgrade ADA Bathhouses	14,000.00 B/F
	1st Enc/Cooks Brook	
	Parking Lot Improvements	
	Cooks Brook, Sunken Meadow, Campground	
DPW	Sander	13,000.00 F
	Ordinary Road M & R (Not Chap. 90)	20,000.00 F
	544 Loader Replacement	90,000.00 F
	Plow Push Frame	3,300.00 F
	Snow Plow 11'	5,000.00 F

Fire (Equip)		
	Ambulance	75,000.00 A
	Inspection Vehicle	5,000.00 A
TOTAL		\$383,400.00

TOTAL CAPITAL FUNDS NEEDED BY SOURCE
FUNDING SOURCE KEY

F = Free Cash	263,800.00
T = Tax Base	0.00
C = COA/Friends	3,000.00
A = Ambulance Receipts	80,000.00
EX = Boat Excise	2,300.00
B/F = Beach Receipts &/or Free Cash	14,000.00
D = Debt Exclusion	
F/S = Add to Regular School Budget	20,300.00
SL = School Lunch Fund	0.00
TOTAL	\$383,400.00
	By Board of Selectmen

SUMMARY

This article is to approve the above listed capital purchases or improvements. It is an annual article and ties into the five-year capital plan which is voted each year by the Town Meeting. These items were all on a previously approved five year capital plan. In general the items or programs are part of the continuing program to upgrade and improve existing equipment, and maintain town owned buildings. The data processing items are part of ongoing computerization of the Town. Hardware and software upgrades will be an ongoing expense and the GIS (geographic information systems) software and hardware accessories are planned to coordinate with existing systems at the Cape Cod Commission and the National Park Service.

The pick-up is to replace a 1986 vehicle in the natural resources department, and the electric service is a continuing program to upgrade amenities at the harbor. Municipal buildings improvements covers the full range of ordinary maintenance projects such as painting doors, installing water treatment systems in several of the buildings, and repairs or major projects such as replacing the front doors at the DPW building. The original doors have lost the vacuum seal and need to be replaced.

The School items totaling \$70,300 are divided between the major replacement of the roof estimated to cost \$32,000 to the smaller items for \$5,000 each. These smaller items will be incorporated into the budget calculation to meet the minimum spending requirement, while the roof will remain separate from the budget.

BOARD OF SELECTMEN RECOMMENDATION: 5-0
FINANCE COMMITTEE RECOMMENDATION: 7-0

ARTICLE 15

To see if the Town will vote to raise and appropriate or transfer from available funds a sum of \$17,000 to fund an FY98 retroactive salary adjustment, and \$32,000 to fund an FY99 salary adjustment, for the International Association of Firefighters Local #2975, representing the Town of Eastham Firefighters and apportion said appropriations to the department as required; or take any action relative thereto.

By Board of Selectmen

SUMMARY

A three year settlement covering the period July 1, 1997 - June 30, 2000, has been agreed to by the union and the Board of Selectmen. The terms of the agreement include, a 2% salary adjustment in FY98, 3% in FY99, and 3% in FY00. Also included are limitations on consecutive shifts to be worked, modifications to the sick time use and overtime eligibility, and compensatory time accrual, injury leave, and leaves of absence.

BOARD OF SELECTMEN RECOMMENDATION: 5-0
FINANCE COMMITTEE RECOMMENDATION: 8-0

ARTICLE 16

To see if the Town will vote to raise and appropriate or transfer from available funds the sum of \$32,615.00 to pay the salary plus \$7,772.00 for benefits to fund a new position, Town Planner, Classification System Grade 13; and further to amend the Town of Eastham Compensation Plan, Article II, Section 2.1 Full Time Exempt and Non-Exempt Positions Compensation by adding to the group, "Grade 13", at the end, the job title, "Town Planner", or take any action relative thereto.

By Board of Selectmen

SUMMARY

A Town Planner was requested by citizen petition two years ago. The position was funded as a single year contract this year to provide a demonstration of the position's potential. The position has assisted in all aspects of development control including policy development, application review and coordination for the long range of planning committee, planning board, and the zoning board of appeals, as well as promoting interface with the departments of building, health, conservation, fire, police and the highway. This article will fund the position and make permanent its inclusion in the town classification plan.

BOARD OF SELECTMEN RECOMMENDATION: 4-0-1
FINANCE COMMITTEE RECOMMENDATION: 6-0

ARTICLE 17

To see if the Town will vote to raise and appropriate or transfer from available funds the sum of \$1,435, for the purpose of making an FY99 salary adjustment in accordance with the Eastham Personnel By-Law Compensation plan and apportion said appropriation to the departmental budgets as required; or take any action relative thereto.

By Board of Selectmen

SUMMARY

This article would provide a COLA adjustment for nine union employees covered by the personnel by-law.

BOARD OF SELECTMEN RECOMMENDATION: 5-0
FINANCE COMMITTEE RECOMMENDATION: 8-0

ARTICLE 18

To see if the Town will vote to appropriate, a sum of money for the purpose of financing the following water pollution abatement facility projects: repair, replacement and/or upgrade of septic systems, pursuant to agreements with the Board of Health and residential property owners, including without limitation all costs thereof as defined in Section 1 of Chapter 29C of the Mass. General Laws; to determine whether this appropriation shall be raised by borrowing from the Massachusetts Water Pollution Abatement Trust or otherwise; or to take any action relative thereto.

By Board of Health/Board of Selectmen

SUMMARY

This article would authorize the Board of Selectmen to direct the Treasurer to borrow \$200,000 from the Water Pollution Abatement Trust, for the purpose of participating in a septic upgrade and repair loan program with such loans to be repaid by homeowners through a betterment assessment program. The Town previously participated in a \$100,000 grant program for loans to homeowners for septic system upgrades and repair. These loans are being repaid by direct billing rather than as a betterment. The change in the program is that instead of a grant to the Towns, the Town must now borrow the money from the Water Pollution Abatement Trust, and make the awards to property owners as a betterment assessment. The repayment schedule will match the homeowner assessments and repayments so that the town will not incur substantial costs for the loans.

BOARD OF SELECTMEN RECOMMENDATION: 5-0
FINANCE COMMITTEE RECOMMENDATION: 7-0

ARTICLE 19

To see if the Town will vote to raise and appropriate or transfer from available funds the sum of \$30,000 to be used by all departments as approved by the Board of Selectmen as matching funds where required as part of the application budget for private, state, and federal grants that may be applied for; or take any action relative thereto.

By Board of Selectmen

SUMMARY

Town departments currently must decline to apply for grants which require a cash match since if the grant cash is unanticipated, then the cash required is unbudgeted. This article would provide a source of funds to be used by any town department, as the cash match portion of grants. Any grants so applied for would be reviewed and approved by the Board of Selectmen before any match is guaranteed.

BOARD OF SELECTMEN RECOMMENDATION: 5-0
FINANCE COMMITTEE RECOMMENDATION: 7-0

ARTICLE 20

To see if the Town will vote to authorize the Board of Selectmen to petition the General Court for special legislation to authorize a special fund reserved for appropriation, to be known as the “Land Acquisition and Maintenance Fund,” to be maintained by the Town as a source of funding of the acquisition and/or maintenance of open space or recreational land under the care and custody of the Board of Selectmen, into which the Town, at any Annual or Special Town Meeting, may appropriate from time to time from any source, and into which gifts for said purpose may be deposited, with the approval of the Board of Selectmen; said Fund, when used for purchases of land, is to be expended upon two-thirds vote of any Annual or Special Town Meeting and the favorable recommendation of the Board of Selectmen for the purchase or maintenance of land specified in said vote; or take any action relative thereto.

By Board of Selectmen

SUMMARY

This article will allow the Town of Eastham to establish a special fund for the purpose of collecting funds from town meeting appropriations, and gifts or other sources, to be used exclusively for the purchase and maintenance of open space and recreation land. These purchases will however, be subject to Town meeting approval and if funds beyond those available in the fund are required, a debt exclusion vote will be scheduled. Maintenance expenditures will be under the direction of the Board of Selectmen.

BOARD OF SELECTMEN RECOMMENDATION: 4-1-0
FINANCE COMMITTEE RECOMMENDATION: 7-0

ARTICLE 21

To see if the Town will vote to transfer from available funds, the sum of \$100,000.00 to the Stabilization Fund; or take any action relative thereto.

By Board of Selectmen

SUMMARY

The Stabilization Fund has a current balance of \$5,578.00. When the Town first established a Stabilization Fund the state law required that the monies in such funds could only be expended on projects and supplies which would otherwise be eligible for bonded debt. The current statute places no such limits on the use of the fund and therefore many communities have discontinued the fund and opt instead to maintain higher balances of Free Cash. Eastham has traditionally had a Stabilization Fund and citizen’s requests have been made to reinvest in that fund. Due to the large cash balance this year, it is fiscally possible to add to this fund the recommended amount of \$100,000.

ARTICLE 22

To see if the Town will vote to amend Section IV, Paragraph F of the Nauset Regional School District Agreement to read. “Each member town shall pay its proportionate share of the capital and operating expenses to the regional school district in each fiscal year in four equal installments on or about the first days of September, December, March, and June. Such schedule to be set by mutual agreement of the Boards of Selectmen of the member towns, and the School Committee. If mutual agreement cannot be reached, the payments shall be due on the first days of those months”, or to take any action relative thereto.

By Nauset School Committee

SUMMARY

Nauset receives the greatest portion of its funding in quarterly installments from the member towns, and the state. Largely because of the requirement that bond interest be paid in advance of school building reimbursement from the state, this system creates “cash flow” problems at the end of each fiscal quarter. This amendment to the Region Agreement would allow the Boards of Selectmen and Regional School Committee to agree on a slightly altered payment schedule, whereby a Town would make one payment before the end of the fiscal quarter each year (to eliminate the cash flow problem), and another payment correspondingly after the beginning of a quarter (to balance the interest earned by the Town and the District). This can also serve to help a Town unable to send out timely tax bills in a revaluation year, by enabling it to defer its December assessment payment. In any case, if a unanimous agreement of all member towns and the District cannot be reached in any year, the payment schedule would revert to the percent arrangement.

ARTICLE 23

To see if the Town will vote to raise and appropriate, or transfer from available funds, the sum of \$76,558 to make the following capital purchases or improvements, and further to accept for planning purposes the five year capital plan of the Nauset Regional School District as presented below; or to take any action relative thereto.

PROPOSED CAPITAL PLAN
05-Dec-97

	FY 1999	FY 2000	FY 2001	FY 2002	FY 2003
High School					
1 Exterior Door replacement	156,000				
2 Bleacher Sets	60,000				
3 Auditorium Seating	119,280				
4 High Jump Mat	8,000				
5 Stage Curtains		10,000			
6 Irrigation		15,000			
7 Air Lift		10,000			
8 Lab Stools	10,500				
9 Wrestling Mat		10,000			
10 Table Saw, Planer		10,000			
11 Auditorium Wall		15,000			
12 Van Replacement			30,000	30,000	30,000
13 Refinish Track					38,000

	FY 1999	FY 2000	FY 2001	FY 2002	FY 2003
Middle School					
14 Tractor				16,000	
15 Carpet				8,000	8,000
	353,780	70,000	30,000	54,000	76,000

By Nauset School Committee

SUMMARY

This is the Town’s share of replacement seating, doors, athletic equipment, and new bleachers, purchases which could not be accomplished within the bonding authorized for the high school renovation and expansion project. Initially, it was anticipated that these would be done over the next five years, as part of the district’s Capital Plan. When the possibility of receiving 62% reimbursement from the state was confirmed if these projects were completed by September 1, 1998, the decision was made to seek funding in this manner.
 BOARD OF SELECTMEN RECOMMENDATION: 5-0
 FINANCE COMMITTEE RECOMMENDATION: 7-0

ARTICLE 24

To see if the Town will vote to transfer the care, custody, management and control of the land described in this article from the Board of Selectmen for general municipal purposes to the Board of Selectmen for the purpose of conveyance and to authorize the Board of Selectmen to convey to the Eastham Housing Authority, for consideration of \$1.00, approximately ten acres of land, being part of the 63 acres of land known as the Roach Property, located off North Sunken Meadow Road, North Eastham, described in the deed to the Town dated July 15, 1996, filed with the Barnstable Registry District of the Land Court as Document No. 672011, noted on Certificate of Title No. 141491, which conveyance shall be subject to restrictions that the land shall be used for the purpose of development of no more than ten (10) residential housing units, serving the needs of low and moderate income seniors and families, and further that said development shall be complete and occupied within five years of the transfer of ownership, or such ownership shall revert back to the Town, and provided that all costs associated with the conveyance of such land, including the costs of survey and plan, shall be borne by the Housing Authority, and otherwise on such terms and conditions as the Selectmen shall determine, or take any action relative thereto.

By Eastham Housing Authority/Board of Selectmen

SUMMARY

This authorizes the Board of Selectmen to transfer ten acres of town-owned land to the Eastham Housing Authority for the development of housing affordable to low and moderate income seniors and families. The Housing Authority proposes to construct ten (10) units on ten acres. The houses will be of a scale and design compatible with the surrounding neighborhoods, and in compliance with ground water protection requirements of Title 5 regulations. Permitting for construction will be subject to approvals by Town regulatory boards. The article authorizes the Board of Selectmen to determine the specific details and conditions of transfer, to the Housing Authority. The determination may include land use and environmental considerations including but not limited to protection of potential water resource areas; protection of sensitive plant habitats; preservation of maximum open space for other Town uses, minimizing impact on abutters; and efficient use of Town resources to address affordable housing needs. (Plan showing approximate location of ten acres, is in Warrant Appendix).
 BOARD OF SELECTMEN RECOMMENDATION: 4-1
 FINANCE COMMITTEE RECOMMENDATION: 0-7

ARTICLE 25

To see if the Town will vote to raise and appropriate or transfer from available funds the sum of \$30,160.00 to pay the salary plus \$7,772.00 for benefits to fund a new position. Recreation and Beach Services Director. Classification System Grade 10, and further to amend the Town of Eastham Compensation Plan. Article II, Section 2. 1 Full Time Exempt and Non Exempt Positions Compensation by adding to the group, "Grade 10", at the end, the job title, "Recreation and Beach Services Director," or take any action relative thereto.

By Board of Selectmen

SUMMARY

This is a new position that will initially manage the existing recreation programs, develop new programs, and starting next season, manage the Beach and information booth services. The current situation places the beach program management including hiring and procurement on an overburdened staff. The beach lifeguards and swim instructors are shared staff with the beach and recreation programs. It is a natural fit to combine the two programs and made better use of the ocean and pond resource as part of the summer recreation program. Also the recreation programs do not currently include many programs for youth between the ages of 12-18, nor are there any programs for young adults or seniors. The town has facilities available which can be used but the task of organizing the programs is too much for the volunteer commission members. A professional director will assist in developing new programs and providing better structure and continuity to the existing programs.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 6-0

ARTICLE 26

To see if the Town will vote to authorize the Board of Selectmen to file a home rule petition with the Massachusetts General Court for the purpose of establishing an Eastham Promotions Fund, in substantially the following form.

SECTION 1. Notwithstanding the provisions of M.G.L.c.44, Section 53, or any other provision of law to the contrary, the Town of Eastham is hereby authorized to establish in the town treasury a special account to be known as the "Eastham Promotions Fund," into which account shall be deposited certain receipts which comprise a portion of the total local room occupancy tax received annually by the Town under the provisions of M.G.L.c.64G, Section 3A, as set forth at Section 2 of this Act.

SECTION 2. For the purposes of establishing the portion of the local room occupancy tax that may be deposited in said Fund, the Town is hereby authorized to deposit, commencing during fiscal year nineteen hundred and ninety-nine. \$10,000 of all local room occupancy tax receipts: and the same amount in each subsequent year, unless increased by Board of Selectmen. All interest earned from said Fund shall be treated as general fund revenue of the Town of Eastham.

SECTION 3. There is hereby established in the Town of Eastham a Visitors Tourism & Promotion Services Board consisting of five members appointed by the Board of Selectmen, as follows: two members nominated by the Eastham Chamber of Commerce, one member nominated by the Eastham Forum, and two members at large. If any of the organizations with nominating privileges hereunder cease to exist or operate, the Board of Selectmen may appoint in place of such nominees individuals qualified to serve on said Visitors Services Board, as appointees at-large. The Board of Selectmen shall fill any vacancies in said Visitor Services Board in like manner.

SECTION 4. Said Visitor Services Board shall recommend to the Annual Town Meeting, commencing with the nineteen hundred and ninety-nine town meeting, programs and projects that enhance the beautification, recreational resources,

public safety promotional and marketing activities, events, services, and public improvements which are of clear mutual interest to the residents and visitors of the Town of Eastham, and which strengthen said Town as an attractive center for tourism, conventions, and related purposes of the visitor industry. The cost of such programs shall not exceed the funds available in the Eastham Promotions Fund, and shall be used for public improvements including beautification, recreational resources, and public safety related to the mutual needs of visitors and residents with the balance available for promotional programs and projects.

SECTION 5. Upon approval by Town Meeting of the programs, services and other projects set forth under Section 4 of this Act, the Visitor Services Board with the approval of the Town Administrator shall be empowered to expend from said special revenue fund for the uses authorized by Town Meeting, and may for the purposes of this Section designate funds to be expended under the direction of the Eastham Department of Public Works or other town agency as applicable, or obtain competitive proposals or bids for any services, programs or projects to be provided by the Town by vendor contracts, all in accordance with the requirements of M.G.L.c.30B or any other general law governing public bidding and procurement as may apply to the program or project. Any and all contracts for services, programs and projects authorized hereunder shall be awarded and executed by the Town Administrator on the recommendation of the Visitor Services Board subject to compliance with applicable procurement laws of the Commonwealth.

SECTION 6. The provisions of this Act shall take effect as of January first, nineteen hundred and ninety nine

Or take any action relative thereto.

By Board of Selectmen

SUMMARY

This article will provide for an Eastham Promotions Fund and committee to recommend to Town Meeting in May 99, certain projects or activities to be undertaken in an effort to enhance, support, and encourage tourist visits to the Town of Eastham. This fund may contribute or share in projects currently funded by private organizations such as the Chamber of Commerce, or may initiate new projects and fund them in their entirety or in cooperation with others including private organizations. The funding source for this activity will be a portion of the Room Tax which is currently incorporated into the budget, as part of local receipts.

BOARD OF SELECTMEN RECOMMENDATION: 4-1-0

FINANCE COMMITTEE RECOMMENDATION: 7-0

ARTICLE 27

To see if the Town will vote to accept a gift of land, to be held by the Board of Selectmen, and described in a deed filed in Barnstable County Book 5508 page 078 owned by Angelo G. Ventresco, identified as Map 4, Lot 052 in the town assessor's maps, and consisting of 15.470 sq. ft. and located at 360 South Sunken Meadow Road, or take any action relative thereto.

By Board of Selectmen

SUMMARY

This gift of land will be held for general municipal purposes by the Board of Selectmen. It is a single lot which provides frontage for Town owned land in the rear, abutting this parcel. (Plan in Warrant Appendix)

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 7-0

ARTICLE 28

To see if the Town will vote to purchase a parcel of land to be held by the Board of Selectmen for general municipal purposes, and on such terms and conditions as

the Board of Selectmen may set including without limitation a Chapter 21E site assessment, clear title, and provision of a plan and deed, and as described in a deed filed in Barnstable County Book 1581 page 25 owned by Malcolm L. Ide, Jr., identified as Map 5, Lot 020 in the town assessor's maps, and consisting of 2.5 acres, and located off Old County Road, for the sum of not more than \$12,200; or take any action relative thereto.

By Board of Selectmen

SUMMARY

This land abuts Town owned land in the area north of Nauset Road and east of the bike path, known as the "woodlots" and would be acquired for general municipal purposes and held by the Board of Selectmen. (Plan in Warrant Appendix)

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 7-0

ARTICLE 29

To see if the Town will vote to transfer from available funds a sum of money for the purpose of paying prior year unpaid bills; or take any action relative thereto.

By Board of Selectmen

SUMMARY

This article is necessary to pay bills which were received after the close of the books for FY98.

BOARD OF SELECTMEN RECOMMENDATION: At Town Meeting

FINANCE COMMITTEE RECOMMENDATION: At Town Meeting

ARTICLE 30

To see if the Town will vote to amend Section IV, Paragraph E of the Nauset Regional School District Agreement to read, "Operating expenses of each fiscal year shall be apportioned to member towns on the basis of their respective enrollments in the regional district schools, publicly-funded charter schools and public schools of choice on October 1 of the preceding fiscal year" or to take any action relative thereto.

By Nauset School Committee

SUMMARY

All of the state's fiscal calculations assign to each community all of its resident children who attend any public school including Charter Schools and districts accepting School Choice students. An incomplete version of this change was proposed in 1997, including only Charter students. This amendment brings the official apportionment of Nauset expense in line with those done at the state level. Further, this allows a more accurate accounting of the district's costs, since Nauset loses state aid to a Charter School, or a neighboring School Choice district, when a local student attends either.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 6-0

ARTICLE 31

To see if the Town will vote to amend the existing Town of Eastham Sign Code By-Law Accepted Special Town Meeting April 19, 1988 and as amended through May 1, 1995. SECTION 1 DEFINITIONS/GENERAL. A TEMPORARY SIGNS AND BANNERS — 6. By deleting in its entirety, and adding in its place, the following:

- 6. No more than four (4) such signs and/or banners advertising the identical specific public event shall be allowed throughout the town

And adding a new Section 7, to read as follows:

- 7. No more than two (2) temporary signs and/or banners shall be allowed per site.

And further to amend Section 1B. Temporary Signs for Commercial Business by deleting the last sentence:

"THIS BY LAW CHANGE IS TO BE LIMITED TO ONE YEAR AND WILL EXPIRE MAY 1. 1998."

By Planning Board

SUMMARY

The reduction in numbers of signs permitted per non-commercial use and the limit in the number of signs allowed per location are attempts to make temporary signs more effective. With fewer signs per site, there is a better chance that the signs will be read and comprehended. Removing the last sentence in 1.B. Temporary Sign for Commercial Business will make this part of the Sign Code permanent. This section was originally approved for a year, and since it appears to have been successful, it is being proposed for permanent inclusion in the Sign Code.

BOARD OF SELECTMEN RECOMMENDATION: 4-0-1

FINANCE COMMITTEE RECOMMENDATION: 7-0

ARTICLE 32

To see if the Town will vote to amend the existing Town of Eastham Zoning By-Law Accepted Special Town Meeting April 19, 1988 and as amended through May 7, 1997, SECTION IX — INTENSITY REGULATIONS, A LOT SIZE - 1 by adding the following after the last sentence in the number "1".

"Any lot lawfully laid out by plan or deed, duly recorded in the Barnstable Registry of Deeds prior to April 19, 1988, or any subdivision of land approved by the Planning Board prior to April 19, 1988 which is not protected by the Eastham Zoning By-Law, Section IX shall contain at least 20,000 square feet for a one (1) family dwelling and 30,000 square feet for a two (2) family dwelling, except for any lot lawfully laid out by plan or deed, duly recorded in the Barnstable Registry of Deeds between May 7, 1987 and April 18, 1988, or any subdivision of land approved by the Planning Board between May 7, 1987 and April 18, 1988 shall contain at least 30,000 square feet for a one (1) family dwelling and 45,000 square feet for a two (2) family dwelling.

So that it reads:

1. In District A and E, no single family dwelling shall be built on a lot with an area of less than 40,000 square feet nor any two (2) family dwelling on a lot with an area of less than 80,000 square feet. Any lot lawfully laid out by plan or deed, duly recorded in the Barnstable Registry of Deeds prior to April 19, 1988, or shown on a subdivision of land approved by the Planning Board prior to April 19, 1988 which is not protected by the Eastham Zoning By-Law, Section IX shall contain at least 20,000 square feet for a one (1) family dwelling and 30,000 square feet for a two (2) family dwelling, except for any lot lawfully laid out by plan or deed, duly recorded in the Barnstable Registry of Deeds between May 7, 1987 and April 18, 1988 or any subdivision of land approved by the Planning Board between May 7, 1987 and April 18, 1988 shall contain at least 30,000 square feet for a one (1) family dwelling and 45,000 square feet for a two (2) family dwelling.

And further by amending SECTION IX — INTENSITY REGULATIONS, B. SET-BACK REQUIREMENTS, 5. by adding the following after the last sentence:

"For lots subdivided before April 19, 1988, the building lines for structures for human habitation shall not be nearer to the nearest boundary of any way than thirty (30) feet, nor nearer to the interior side or rear lot line than twenty-five (25) feet."

So that it reads:

5. Section IX requirements shall not apply to any lot for single or two family use which, at the time of the adoption of this by-law, was lawfully in existence by way of recording or endorsement. Such lots must conform with the setback requirements then in existence at the time of the creation of the lot. For lots subdivided before April 19, 1988, the building lines for structures for human habitation shall not be nearer to the near-

est boundary of any way than thirty (30) feet, nor nearer to the interior side or rear lot line than twenty-five (25) feet.

By Planning Board

SUMMARY: This change will put information relative to lot size and setback requirements, currently in effect, in the By-Law in one location to make it more easily accessible to the public.

BOARD OF SELECTMEN RECOMMENDATION: 4-0-1

FINANCE COMMITTEE RECOMMENDATION: 6-0

ARTICLE 33

To see if the Town will vote to amend the existing Town of Eastham Zoning By-Law, accepted Special Town Meeting April 19, 1988 and as amended through May 7, 1997 SECTION VIII — PROHIBITED USES, B. by adding the heading "Temporary Structures" after the letter B., and numbering the first paragraph "1. Residential,"

And further to add a new paragraph "2. Commercial" as follows:

2. Commercial: Use of the following structures or units for existing commercial uses except on issuance of a temporary permit by the Building Inspector under conditions hereafter specified: trailers, portable or semi-portable buildings, or similar structures whether equipped with wheels or not. The Building Inspector may issue a permit for the temporary use of any of the prohibited items for use during the period of reconstruction or alteration of an existing commercial use. This permit shall be valid for a maximum of twelve (12) months and shall not be renewable. All applicable regulations as to setbacks from lot lines and parking requirements must be complied with when locating these items. In the case of pre-existing non-conforming buildings, the location of the temporary structure shall be no more non-conforming than the existing structure. Sanitary facilities must be designed in accordance with State and local regulations and approved by the Board of Health. All such items must be located on the lot on which construction is being done and must be removed prior to the granting of a Certificate of Occupancy for the permanent structure.

So that it reads:

B. Temporary Structures

1. Residential: Use of the following structures or units for human habitation except on issuance of a temporary permit by the Building Inspector under conditions hereafter specified: tents, house trailers, campers, Quonset huts, portable or semi-portable buildings, or similar structures whether equipped with wheels or not; houseboats or equivalents on fresh water. The Building Inspector may issue a permit for the temporary use of any of the prohibited items for use during the period of construction of a dwelling or cottage. This permit shall not be valid for over six months and shall not be renewable. All applicable regulations as to setback from lot lines must be complied with when locating any of these items. Sanitary facilities must receive approval from the Board of Health. All such items must be located on the lot on which construction is being done and must be removed prior to the granting of a Certificate of Occupancy for the permanent structure.
2. Commercial: Use of the following structures or units for existing commercial uses except on issuance of a temporary permit by the Building Inspector under conditions hereafter specified: trailers, portable or semi-portable buildings, or similar structures whether equipped with wheels or not. The Building Inspector may issue a permit for the temporary use of any of the prohibited items for use during the period of reconstruction or alteration of an existing commercial use. This permit

shall be valid for a maximum of twelve (12) months and shall not be renewable. All applicable regulations as to setbacks from lot lines and parking requirements must be complied with when locating these items. In the case of pre-existing non-conforming buildings, the location of the temporary structure shall be no more non-conforming than the existing structure. Sanitary facilities must be designed in accordance with State and local regulations and approved by the Board of Health. All such items must be located on the lot on which construction is being done and must be removed prior to the granting of a Certificate of Occupancy for the permanent structure.

By Planning Board

SUMMARY

This amendment will allow commercial businesses to operate from office trailers, when major structural improvements are necessary, or when the building is damaged due to fire or disaster, forcing the business to vacate the premises during the repairs. This by-law change will allow business to continue to operate in the area of their permanent business rather than relocating to temporary quarters off site or ceasing operation altogether, while their permanent space is being rebuilt.

BOARD OF SELECTMEN RECOMMENDATION: 4-0-1

FINANCE COMMITTEE RECOMMENDATION: 6-0

ARTICLE 34

To see if the Town will vote to amend the existing Town of Eastham Zoning By-Law, accepted Special Town Meeting April 19, 1988 and as amended through May 7, 1997 SECTION IX — INTENSITY REGULATIONS, A. LOT SIZE. by inserting a new Section 3 as follows:

3. All lots in Districts A, B, C, D, and E shall have frontage of at least 50 feet on an accepted public way, a way shown on a plan approved or endorsed in accordance with the subdivision control regulations or a way in existence when the subdivision control law became effective having, in the opinion of the Planning Board, sufficient width, suitable grades and adequate construction to provide for the needs of vehicular traffic in relation to the proposed land use. Panhandle lots shall have frontage of at least 40 feet on an accepted public way or private way as described above.

And further to renumber existing sections 3, 4, 5, and 6 as 4, 5, 6, and 7 respectively.

By Planning Board

SUMMARY

This amendment is a restructuring that will place frontage requirements for all zoning districts in the same place in the By-Law. There is no change to the current regulations.

BOARD OF SELECTMEN RECOMMENDATION: 4-0-1

FINANCE COMMITTEE RECOMMENDATION: 7-0

ARTICLE 35

To see if the Town will vote to amend the existing Town of Eastham Zoning By-Law, accepted Special Town Meeting April 19, 1988 and as amended through May 5, 1997 by deleting SECTION XIII — SITE PLAN APPROVAL SPECIAL PERMIT — D. in its entirety and replacing it with the following:

D. WAIVERS:

The intent of site plan approval is to ensure that any development which may have significant impacts upon the abutting land is reviewed for the purpose of assuring compliance with the Zoning By-law as well as to minimize negative effects on abutters and the community at large.

When in the opinion of the Planning Board, the alteration or reconstruction of a structure does not substantially change the relationship of the structure to the site and to abutting properties and structures, the Planning Board may determine, without a public hearing, that submission of a site plan for special permit approval is not required. Upon application on a form approved by the Planning Board, such a determination may be made by an affirmative vote of a majority of the Planning Board present, and in no event less than four members, and all abutters must be notified by certified mail, return receipt requested, at least seven days prior to the meeting at which such vote is to be taken. The involved structure shall be as shown on a site plan previously approved under this section or on a plan showing sufficient information as determined by the Planning Board to allow the Planning Board to make a decision. Such plan, with all proposed changes shown thereon, shall be included with the application for waiver. Notice of final action shall be sent to the Inspector of Buildings, Town Clerk and to the applicant.

Should an applicant be denied a waiver of Site Plan Approval requirements, a new application for a special permit must be filed.

By Planning Board

SUMMARY

This amendment will allow the Planning Board to grant waivers of the Site Plan Approved Special Permit process without having to go through a full public hearing.

BOARD OF SELECTMEN RECOMMENDATION: 4-0-1

FINANCE COMMITTEE RECOMMENDATION: 6-0

ARTICLE 36

To see if the Town will vote to raise and appropriate or transfer from available funds the sum of \$1,500.00 to pay the Town's share of costs for the provision of recreational services for Eastham residents at the Jean Finch Skate Park, located on land owned by the Nauset Regional School District and located in the Town of Orleans; or take any action relative thereto.

By Recreation Commission

SUMMARY

This article will provide, \$1,500, to be drawn upon to assist in paying for staffing, maintenance, insurance and other costs associated with the operation of a skateboard park. The park will be staffed at all open times and managed by the recreation directors or their representative from the four towns of the Nauset Region. The park is currently operating and all participants pay a daily or monthly fee. The user fees for use of the park will continue and assist in meeting the budget requirements of the facility. This operational arrangement is contingent on the school committee's agreement that they will oversee the financial issues of the park, that is deposit the user fees, pay bills, and undertake payroll duties. The Region is being asked to undertake this responsibility for a one year period to allow for the development of a more formal multi-town arrangement.

BOARD OF SELECTMEN RECOMMENDATION: 4-0-1

FINANCE COMMITTEE RECOMMENDATION: 8-0

ARTICLE 37

To see if the Town will vote to accept a sum of money from the Commonwealth of Massachusetts under the 1998 Transportation Bond Issue for maintenance, repair and construction of primary roads; said funds to be available in Fiscal Year 1999, subject to approval by the legislature; or take any action relative thereto.

By Board of Selectmen

SUMMARY

This is an annual article and authorizes the Town to accept monies to be

approved under the annual Transportation Bond bill voted by the state legislature. While the funding amount is uncertain, the Town should vote to accept any money if authorized. The Town may use these funds on state approved projects for the upgrade and improvement of Town roads and parking facilities.
BOARD OF SELECTMEN RECOMMENDATION: 5-0
FINANCE COMMITTEE RECOMMENDATION: 6-0

ARTICLE 38

To see if the Town will vote to transfer and appropriate a sum of money to various accounts for the purpose of meeting the remaining expenses for Fiscal Year 1998; or take any action relative thereto.

By Board of Selectmen

SUMMARY

This is an annual article which is included in the Eastham warrant to ensure that anticipated shortfalls in current fiscal year budgets can be covered without Finance Committee transfers. Budgets will be monitored until Town Meeting and if it is anticipated that any may have a shortfall funds will be requested and the reason therefor, will be explained at that time.
BOARD OF SELECTMEN RECOMMENDATION: At Town Meeting
FINANCE COMMITTEE RECOMMENDATION: At Town Meeting

ARTICLE 39

To see if the Town will vote to authorize the Board of Selectmen to issue a Request for Proposals and transfer two parcels of land, situated in the Town of Eastham and described below as Parcels A and B to a builder of affordable housing, for the construction on each such parcel of a house for sale to a person of low or very low income, as determined by the standards of the Eastham Housing Authority; provided that

- 1. In the selection of the purchasers of such houses, priority shall be given to persons whose residence or place of employment is in the Town of Eastham, so that the employment and schooling of the selected household members is not unduly disrupted; and
- 2. Any such sale shall be made subject to a deed restriction preserving the interest of the Town in the fair value of the land.

The Board of Selectmen are authorized to make use of other agencies and instrumentalities, including but not limited to the Eastham Housing Authority, to effect a transfer of such land in accordance with this ARticle.

Parcel A — 40,560 sq. ft. in SE corner of 23 acre lot off of Nauset Road
Parcel B — 20,700 sq. ft. lot at SW corner of Nauset Road and Dexter Street

By Petition

SUMMARY

Two parcels of land have been identified by Habitat for Humanity, the petitioner, as suitable for the above purpose. The Parcel A would need to be surveyed and severed from the larger parcel of town owned land, and Parcel B is a separate lot located adjacent to the Council on Aging parking lot. The Board of Selectmen in preparing the Request for Proposals (RFP) would need to ensure that all costs associated with the surveying of the parcels, road improvements or other costs, would be borne by the successful bidder under the RFP process. (Plan in Warrant Appendix).
BOARD OF SELECTMEN RECOMMENDATION: 2-3
FINANCE COMMITTEE RECOMMENDATION: 7-0

ARTICLE 40

To see if the Town of Eastham will vote to enact a “Lottery” system for the selection of Warrant Articles at all subsequent Town Meetings (including Specials). The Lottery would apply to all Warrant Articles except Numbers 1-12 “Standard Warrant

Articles”, (if applicable). The Moderator would be the person in charge of causing the Lottery numbers to be selected at random. This proposed Article should help in maintaining a Quorum, which has been a problem in the past.

By Petition

BOARD OF SELECTMEN RECOMMENDATION: 2-3

FINANCE COMMITTEE RECOMMENDATION: 0-7

ARTICLE 41

To see if the Town will raise and appropriate the sum of \$5,000.00 to finance operational costs relative to the operation of the Juice Bar, an alcohol, drug, and tobacco-free teen center for Eastham students from the Nauset Regional School District.

By Petition

BOARD OF SELECTMEN RECOMMENDATION: 0-5

FINANCE COMMITTEE RECOMMENDATION: 3-4

RESOLUTION

WHEREAS, according to official school district reports for 1996-97 filed with the Massachusetts Department of Education (Ed Reform System Staff Report October 1, 1997), the Nauset Regional School District employs 132 teachers of whom only one is a teacher of color;

WHEREAS, according to official school district reports for 1996-97 filed with the Massachusetts Department of Education (Ed Reform System Staff Report October 1, 1997), the Town of Eastham employs nineteen teachers, of whom none are teachers of color;

WHEREAS, the Equal Opportunity and Discrimination policy of the Nauset Regional School District, adopted on March 20, 1996, states: “The school districts will continue to develop a system of positive steps to recruit, retain, and promote a qualified staff that reflects the cultural diversity in the community, and in the society at large.”

WHEREAS, it is important that children experience racial and ethnic diversity in their public school teachers, so they may learn to live effectively in a multi-cultural, democratic society;

THEREFORE, the citizens of Eastham request that the Superintendent of the Nauset Regional School District, the Nauset Regional School Committee, the Eastham School Committee, and the Principals of the Nauset High School, Nauset Middle School, and the Eastham Elementary School, be proactive and assertive in their recruitment and hiring of qualified teachers of color.

By Petition

ARTICLE 43

To see if the Town will accept the published reports of the Town officers as printed and made available to the public in the 1997 Town of Eastham Annual Report, and to hear any unpublished reports of committees and to do or act on anything which may legally come before this meeting.

By Board of Selectmen

BOARD OF SELECTMEN RECOMMENDATION: At Town Meeting

FINANCE COMMITTEE RECOMMENDATION: At Town Meeting

You are directed to serve this Warrant by posting attested copies thereof at the Post Office in Eastham and North Eastham fourteen days at least before the date of holding said meeting.

Hereof, fail not and make due return of this Warrant and your doings thereon to the Town Clerk at the time and place of holding said meeting.

Given under our hands and seals this 17th day of March in the year of our Lord, One Thousand Nineteen Hundred and Ninety Eight.

Thomas L. Newton
Chairman

Robert L. Mumford

Kenelm N. Collins

Madeleine A. Bebout

David W. Crary
BOARD OF SELECTMEN

Greetings:

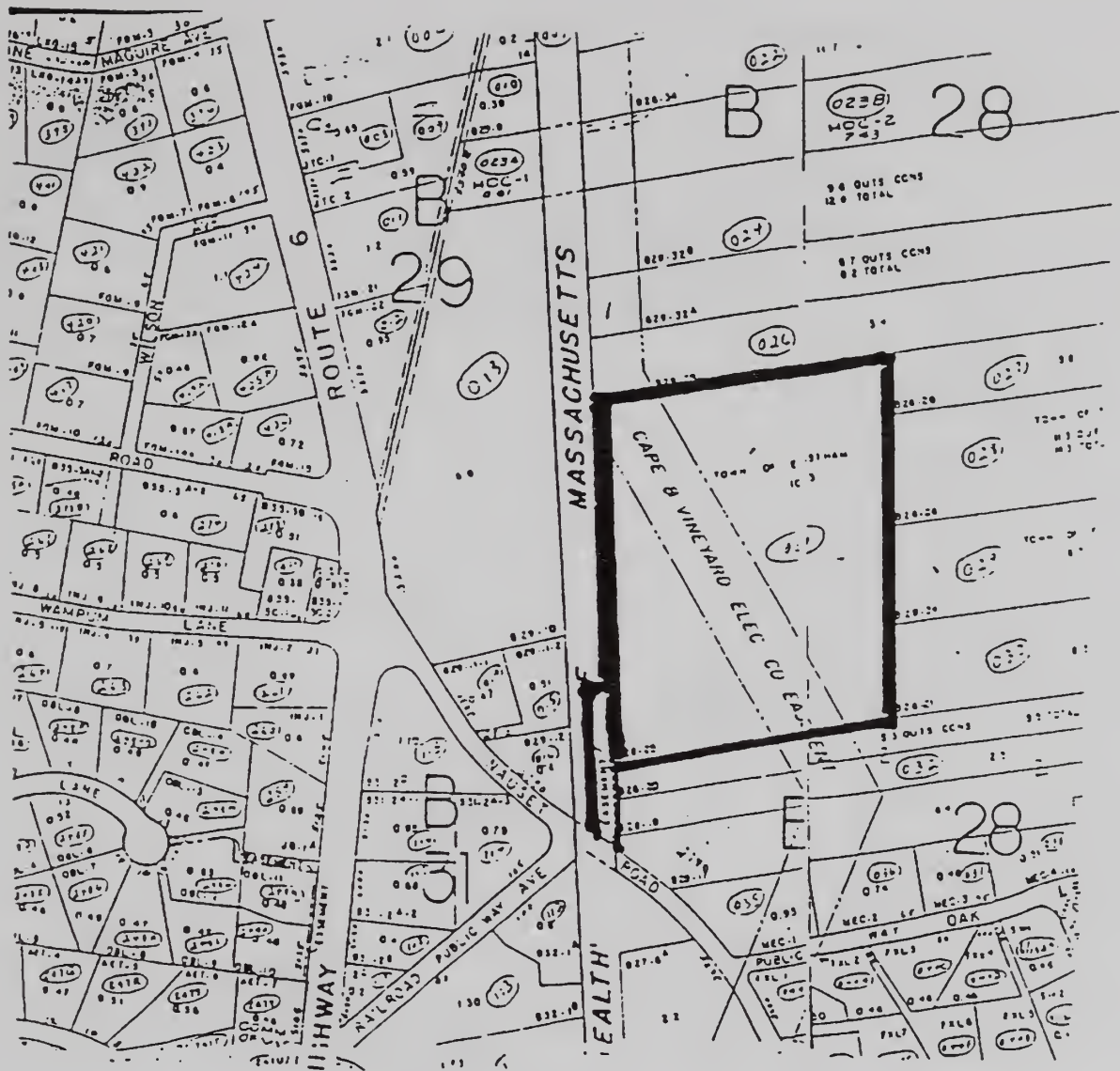
In pursuance of the conditions of the foregoing warrant, I have posted attested copies, one each at the Post Office in Eastham and North Eastham fourteen days before time of said meeting.

Richard R. Hedlund, Constable

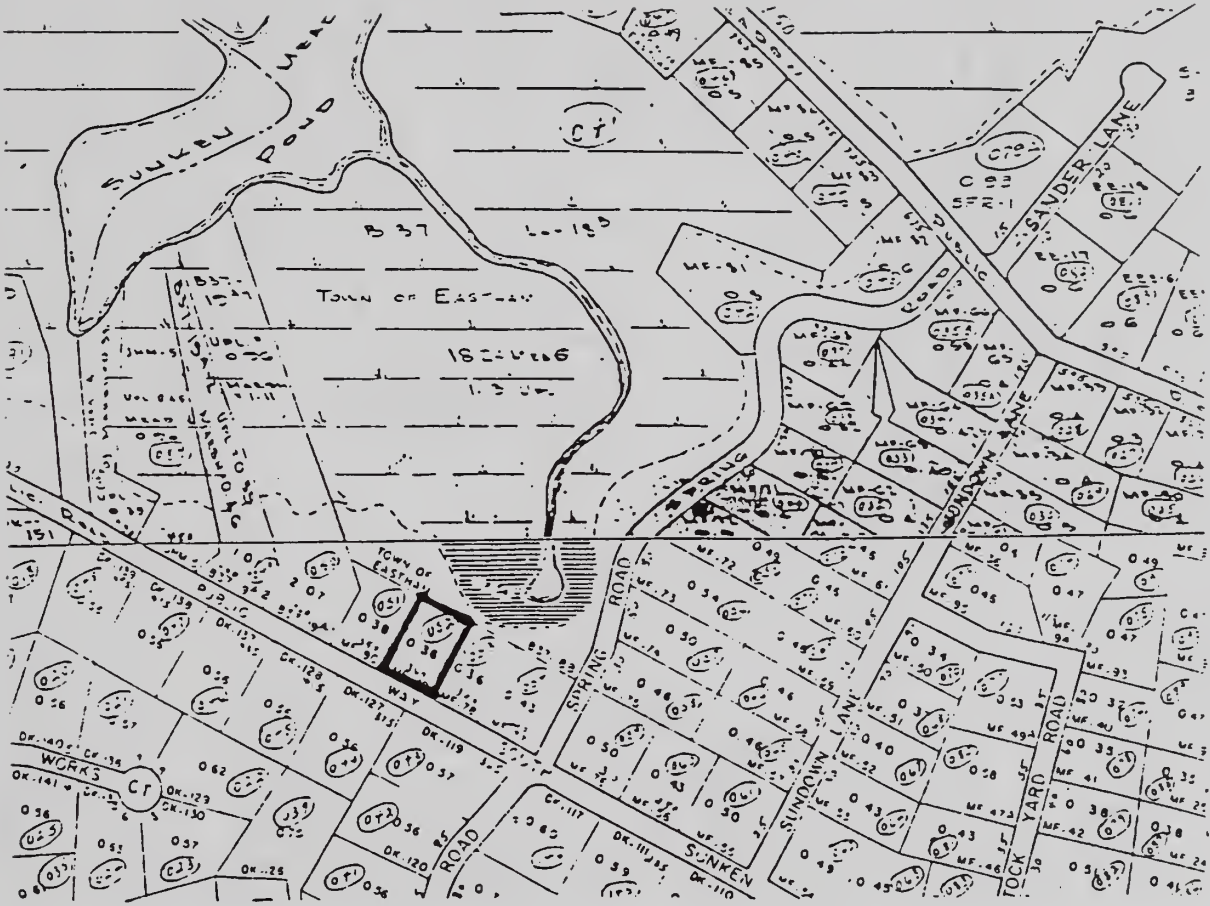
A True Copy Attest
Lillian Lamperti, Town Clerk

APPENDIX

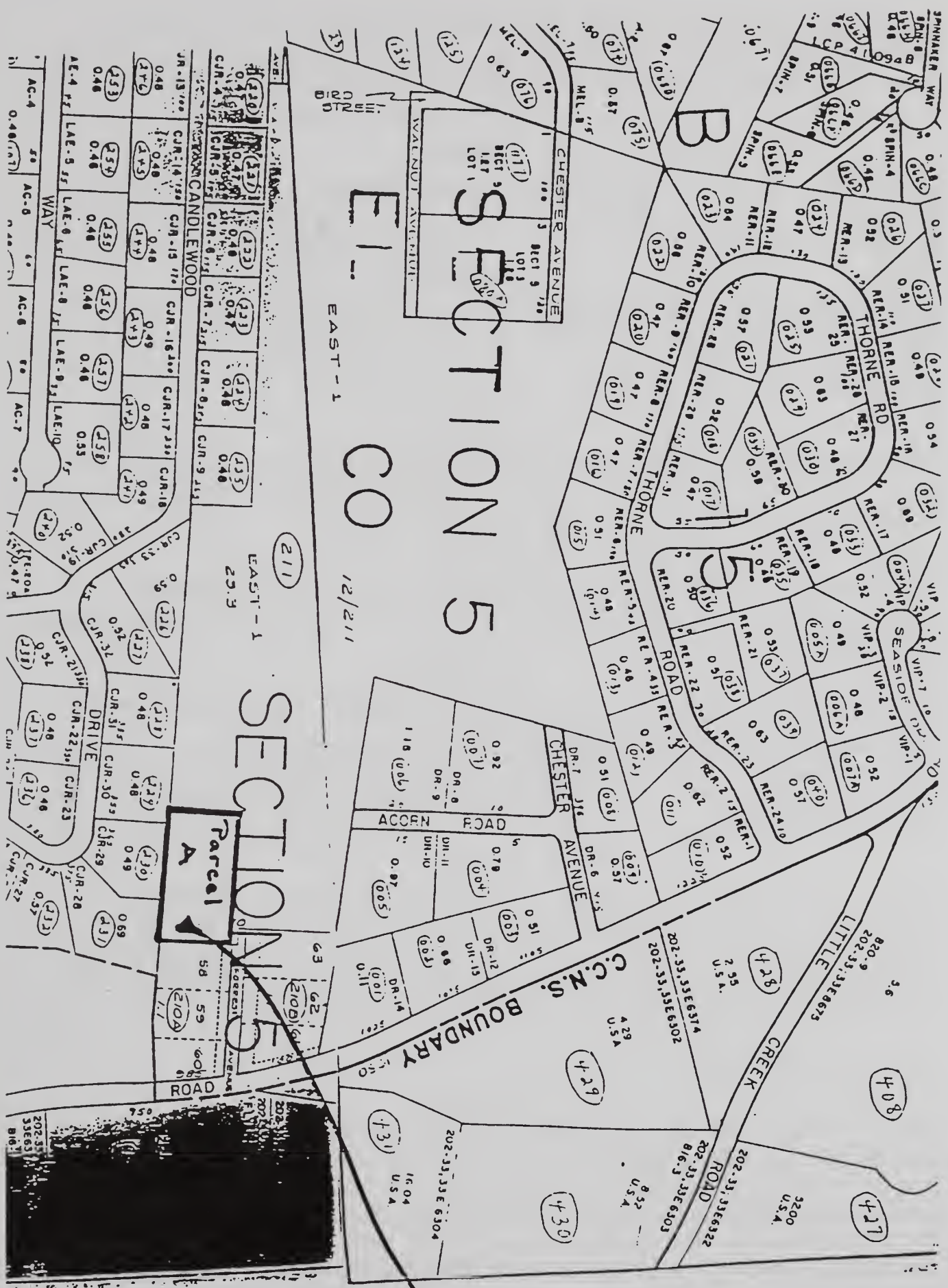
ARTICLE 7	Communication Tower Lease — behind Tilcon Property off Nauset Road and Bike Path
ARTICLE 24	Transfer of part of Roach Property to Housing Authority — North Sunken Meadow
ARTICLE 27	Gift of Land — South Sunken Meadow\
ARTICLE 28	Purchase of Land — Off Old County Road Between Bike Path and National Seashore
ARTICLE 39	Transfer of town owned land to private non-profit (Habitat) — Nauset Road near Senior Center, and part of 23 acre site (Children's Place)













ANNUAL TOWN MEETING MINUTES

MAY 4 & 5, 1998

In pursuance of the foregoing warrant, the voters assembled in the Nauset Regional High school Auditorium to vote on the following articles. The Moderator called the meeting to order at 7:15 p.m. and the Town Clerk read the call of the meeting. The following is a record of action taken:

Article 1.

The Selectmen moved and seconded a motion to raise and appropriate \$867.00 for Greenhead Fly Control.

Passed unanimously

Article 2.

The Selectmen moved and seconded a motion to assume liability in the manner provided in Section 29 and 29A of Chapter 91 of the General Laws, as printed in the warrant.

Passed unanimously

Article 3.

The Selectmen moved and seconded a motion to transfer \$2,020.39 of the refunded dog tax for use by the Library.

Passed unanimously

Article 4.

The Selectmen moved and seconded a motion to amend the present by-law entitled Vehicles on the Beaches, Section 3 by deleting the date "June 30, 1997".

Passed unanimously

Article 5.

The Selectmen moved and seconded a motion to authorize the Board of Selectmen to issue non-transferrable seasonal stickers for use at parking lots on certain town owned lands and to transfer \$87,370.00 from the Beach Funds Accounts Reserved for the fiscal year FY99 operations.

Passed unanimously

Article 6.

The Selectmen moved and seconded a motion to amend the Eastham Personnel By-Law Section 7.5 by adding a new paragraph as follows: "And further such, a full time or regular part time employee shall, in addition to accrued vacation earned in the previous year, receive credit for vacation in the current year prorated and calculated to reflect the length of service in the current year of termination, or death."

Unanimous voice vote

Article 7.

The Selectmen moved and seconded a motion to change the purpose for which the land described in Article 7 is held, for general municipal purposes, to being held for general municipal purposes and for leasing to a telecommunications service provider for construction, use and maintenance of a communication facility, for a term not to exceed 25 years, and further, to authorize the Board of Selectmen to enter into said lease(s) under such terms and conditions as the Selectmen shall determine, consistent with Article 7 of the warrant.

A motion was made and seconded from the floor to postpone this article. Some discussion followed on the benefits of leaving the property as is for the possible cre-

ation of a golf course. Another suggestion was made to have a moratorium on allowing any telecommunication towers within the Town. A motion was made to call the question to postpone this article.

Motion failed — Hand Count — Yes 142 No 203

The Moderator called for a vote on the original motion—

Hand Count — Yes 212 No 128

Article failed to pass 2/3 required

The second night of Town Meeting, May 5th, a motion was made to ask for reconsideration of Article 7, there was a second. Motion passed by Majority voice vote

The Police Chief stated the advantages of improved communications for emergency situations stating the current situation needs vast improvement. The Selectmen discussed the advantage of the Town having control of where these towers would be placed if this article passed.

A motion was made and seconded to indefinitely postpone this article but the motion failed.

A hand count was taken on the reconsideration and passed by a hand count of 181 Yes No 21. Passing the 135 votes to pass 2/3rds.

Article 8.

The Selectmen moved and seconded a motion to amend the Eastham Compensation Plan By-Law Section 2.1 by deleting the pay scales after the words "July 1, 1995" and inserting in their place, the pay scale for police sergeants, and lieutenants as printed in the warrant, and further to also amend Section 2.1 Full Time Exempt & Non Exempt Positions Compensation by deleting the FY98 Classification Plan with Pay Rates and inserting in their place, the FY99 Classification Plan with Pay Rates as printed in the warrant.

Passed unanimously

Article 9.

The Selectmen moved and seconded a motion to fix the salary and compensation of all elected officials of the Town as provided by Section 108, Chapter 41 of the General Laws as amended, and further to raise and appropriate the sum of \$72,474.36 to be appropriated to the various positions as printed in the warrant.

Passed unanimously

Article 10.

The Selectmen moved and seconded a motion to accept the provisions of Mass. General Law, Chapter 71, Section 16B to reallocate the sum of the member towns' contributions to the Nauset Regional School District, as printed in the warrant.

Passed unanimously

Article 11.

The Selectmen moved and seconded a motion to transfer \$30,000.00 from the Abatement Surplus for the purposes of conducting comprehensive data recollection as mandated by the Commonwealth, as printed in the warrant.

Passed unanimously

Article 12.

The Selectmen moved and seconded a motion to set the operating budget at \$11,126,158.00 and to raise and appropriate \$10,844,621.00 and transfer \$10,000.00 from ambulance receipts reserved, transfer \$1,878.00 from Windmill receipts reserved, transfer \$269,659.00 from Free Cash for the purposes of funding the FY99 operating budget.

Article 13.

The Selectmen moved and seconded a motion that the Town vote in accordance with the requirements of the Town of Eastham Home Rule Charter Section 6-5 to accept the Capital Improvement Plan for FY2000 to FY2004 as printed in the warrant.

Passed unanimously

Article 14.

The Selectmen moved and seconded a motion that the town vote to expend \$484,400.00 for the purposes of acquiring items and undertaking improvements printed in the warrant also to accept a gift from the Friends of the Council on Aging in the sum of \$1,200.00 and transfer from ATM May '97, Article 13, COA outside doors, \$1,800.00 to purchase appliances for the adult day care center; and to

transfer \$263,800.00 from Free Cash

transfer \$80,000.00 from Ambulance Receipts Reserved

transfer \$2,300.00 from Boat Excise

transfer \$14,000.00 from Beach Receipts Reserved

Passed unanimously

Article 15.

The Selectmen moved and seconded a motion to transfer \$17,000.00 from Free Cash to fund FY98 retroactive salary increases for the International Association of Firefighters, Local 2975, and to raise and appropriate \$32,000.00 to fund an FY99 salary adjustment for the International Association of Firefighters and the adjustments to be apportioned to various dept. line items as needed.

Passed unanimously

Article 16.

The Selectmen moved and seconded a motion to amend the Compensation Plan Article 2, Section 2.1 Full Time Exempt and Non-Exempt positions by adding to Group 13, at the end, the job title Town Planner, and to raise and appropriate \$32,615.00 to pay the salary of the new position and also to raise and appropriate \$7,772.00 to pay the benefits of this position.

Passed by majority vote

Article 17.

The Selectmen moved and seconded a motion to transfer \$1,435.00 from Free Cash for the purpose of making an FY99 salary adjustment stipend in accordance with the Eastham Personnel By-Law Compensation Plan, to be apportioned to dept. budgets as needed.

Passed unanimously

Article 18.

The Selectmen moved and seconded a motion to direct the Treasurer to borrow from the Water Pollution Abatement Trust the sum of \$200,000.00 to fund projects for the repair and replacement and/or upgrade of septic systems pursuant to Board of Health Agreement for residential property owners as provided in Section 1 of Chapter 29C of the Mass. General Laws, and that said loans be repaid through betterment assessments as provided in the warrant.

Passed unanimously

Article 19.

The Selectmen moved and seconded a motion to transfer \$30,000.00 from Free Cash to be used by all departments as matching funds for grant applications as printed in the warrant.

Passed unanimously

Article 20.

The Selectmen moved and seconded a motion to authorize the Board of Selectmen to petition the general court for special legislation to authorize a special fund reserved for appropriation to be known as the LAND ACQUISITION AND MAINTENANCE FUND, with said funds to be spent in accordance with the approval of the Board of Selectmen for purposes as printed in the warrant.

Passed by majority vote

Article 21.

The Selectmen moved and seconded a motion to transfer \$100,000.00 to the stabilization fund.

Passed unanimously

Article 22.

The Selectmen moved and seconded a motion to amend Section 4, Paragraph F of the Nauset Regional School District Agreement to provide for assessments to be paid on a schedule to be set by mutual agreement of the Board of Selectmen of the member towns.

Passed unanimously

Article 23.

The Selectmen moved and seconded a motion to transfer \$76,558.00 from Free Cash to make capital improvements and purchases for the Nauset Regional School District, and to accept the remaining four years of a proposed capital plan as printed in the warrant.

Passed by majority vote

Article 24.

The Selectmen moved and seconded a motion to change the purpose for which approximately 10 acres of municipally owned land is held—AKA the Roach Property—to be conveyed to the Eastham Housing Authority for up to 10 residential housing units.

Indefinitely postponed
Hand Count — Yes 201 No 104

Article 25.

The Selectmen moved and seconded a motion to amend The Town of Eastham Compensation Plan as written in the warrant to add Recreation and Beach Services Director and to raise and appropriate \$30,160.00 to pay the salary and to raise and appropriate \$7,772.00 to pay benefits for this position.

Passed unanimously

Article 26.

The Selectmen moved and seconded a motion to authorize the Board of Selectmen to petition the general court for special legislation to authorize the establishment of an Eastham Promotions Fund in a form substantially as printed in the warrant.

Hand Count — Passed Yes 117 No 71

Article 27.

The Selectmen moved and seconded a motion to have the Town accept a gift of land owned by Angelo Ventresco as identified in the warrant for General Municipal Purposes under the control of the Selectmen.

Passed unanimously

Article 28.

The Selectmen moved and seconded a motion to transfer \$12,200.00 from Free Cash for the purposes of acquiring a plot of land owned by Malcolm Ide as identified in the warrant. Property to be used for General Municipal Purposes.

Passed unanimously

Article 29.

The Selectmen moved and seconded a motion to transfer \$959.22 from Free Cash for the purpose of paying Comm Electric a bill from FY98.

Passed unanimously

Article 30.

The Selectmen moved and seconded a motion to amend Section 4, Paragraph E of the Nauset Regional School District Agreement to apportion operating expenses based on enrollment in publicly funded charter and public schools of choice — as printed in the warrant.

Passed unanimously

Article 31.

The Selectmen moved and seconded a motion to amend the existing Town of Eastham Sign Code By-Law accepted at a Special Town Meeting of April 19, 1988, and as amended through May 5, 1997 Section 1, Definitions General, A. Temporary Signs and Banners, 6 as printed in the warrant, and further to amend Section 1B Temporary Signs as printed in the warrant.

Passed unanimously

Article 32.

The Selectmen moved and seconded a motion to amend the existing Town of Eastham Zoning By-Law accepted at Special Town Meeting held April 19, 1988 and as amended through May 5, 1997 Section A, Lot Size 1, as printed in the warrant, and further to amend Section 9, Intensity Regulations B. Setback Requirements 5, as printed in the warrant.

Passed unanimously

Article 33.

The Selectmen moved and seconded a motion to amend the existing By-Laws accepted at Special Town Meeting April 19, 1988 and as amended through May 5, 1997 Section 8 Use B by adding the following: "Temporary Structures" after the letter B as printed in the warrant.

Passed unanimously

Article 34.

The Selectmen moved and seconded a motion to amend the existing By-Laws accepted at Special Town Meeting April 19, 1988 and as amended through May 5, 1997 Section 9 Intensity Regulations A — Lot Size, as printed in the warrant.

Passed unanimously

Article 35.

The Selectmen moved and seconded a motion to amend the existing By-Laws accepted at Special Town Meeting April 19, 1988 and as amended through May 5, 1997 by deleting Section 8 Site Plan Approval, Special Permit D in its entirety, and replacing it with the text as printed in the warrant.

Passed unanimously

Article 36.

The Selectmen moved and seconded a motion to transfer \$1,500.00 from Free Cash to pay the town's share of costs for the provision of recreational service for Eastham residents at the James Finch Skate Park located in the Town of Orleans.

Passed unanimously

Article 37.

The Selectmen moved and seconded a motion to accept such sums under the provisions of the 1998 Transportation Bond Issue from the Commonwealth of Mass as may be made available in FY99 for purposes as printed in the warrant.

Passed unanimously

Article 38.

The Selectmen moved and seconded a motion to transfer \$30,800.00 from ATM 5/5/97 Article 12, Line 101 Employee Health to the following line items:

Selectmen/Administrator Salary	\$1,800.00
Treasurer/Collector Expense	1,000.00
Data Processing Expense	2,000.00
Legal Services	5,000.00
Municipal Buildings Expense	4,000.00
Harbors & Landings Expense	1,000.00
Police Dispatching Expense	16,000.00

Passed by majority voice vote

Article 39.

It was moved and seconded to authorize the Board of Selectmen in accordance with Chapter 30B requirements to issue a request for proposals relative to two parcels of land situated in the Town of Eastham, AND FULLY DESCRIBED IN THE WARRANT, AND FURTHER that such land transfer shall be for the purpose of construction and sale to a person of low or moderate income, a residential housing unit.

Passed by majority voice vote

Article 40.

RESOLUTION

Presented by Paul Lothrop—

It was moved and seconded that the Town vote to adopt a lottery system for the selection of warrant articles at all subsequent town meetings, as printed in the warrant.

Passed by majority voice vote

Article 41.

The Selectmen moved and seconded a motion to raise and appropriate \$5,000.00 to finance operational costs relative to the Juice Bar.

Passed by majority voice vote

Article 42.

RESOLUTION

WHEREAS, according to official school district reports for 1996-97 filed with the Massachusetts Department of Education (Ed Reform System Staff Report October 1, 1997), the Nauset Regional School District employs 132 teachers of whom only one is a teacher of color;

WHEREAS, according to official school district reports for 1996-97 filed with the Massachusetts Department of Education (Ed Reform System Staff Report October 1, 1997), the Town of Eastham employs nineteen teachers, of whom none are teachers of color;

WHEREAS, the Equal Opportunity and Discrimination policy of the Nauset Regional School District, adopted on March 20, 1996, states: "The school districts will continue to develop a system of positive steps to recruit, retain, and promote a qualified staff that reflects the cultural diversity in the community, and in the society at large."

WHEREAS, it is important that children experience racial and ethnic diversity in their public school teachers, so they may learn to live effectively in a multi-cultural, democratic society;

THEREFORE, the citizens of Eastham request that the Superintendent of the Nauset Regional School District, the Nauset Regional School Committee, the Eastham School Committee, and the Principals of the Nauset High School, Nauset Middle School, and the Eastham Elementary School, be proactive and assertive in their recruitment and hiring of qualified teachers of color.

By Petition

Passed by majority voice vote

There being no other business to come before the Town the Moderator dissolved the meeting upon second by the Board of Selectmen. There were 419 persons present, May 4th and 226 present May 5th. Quorum of 183 was met.

A True Copy Attest

Lillian Lamperti
Town Clerk

TOWN OF EASTHAM TOWN ELECTION

MAY 19, 1998

Pursuant to the provisions of the foregoing warrant the voters assembled in the Town Hall Auditorium to vote in the Annual Town Election and the results are as follows:

Moderator — One Year

Henry Curtis	392
George Higgins	335
Blanks	6
Total	733

Selectmen — Vote for Two — Three Year

Madeleine Bebout	568
Thomas Newton	562
Write Ins	22
Blanks	314
Total	1466

Elementary School Committee — Vote for Two — Three Year

Marcia Nickerson	613
Write In — William Sbordan	4
Blanks	849
Total	1466

Housing Authority — Five Year

Elizabeth Simmons	317
Scott VanRyswood	386
Blanks	30
Total	733

Library Trustee — Three Year

Ian Aitchison	631
Write In	1
Blanks	101
Total	733

Regional School Committee-Eastham — Three Year

Write In — William Sbordan	31
Blanks	702
Total	733

Regional School Committee-Wellfleet — Three Year

Roger Putnam, Jr.	511
Write In	1
Blanks	221
Total	733

Wellfleet voted — 757

Total votes 1268 Wellfleet & Eastham

The ballot box stood at 0000 at the opening of the polls at 10:00 a.m. and read 733 at the close at 7:00 p.m. The Warden declared the polls closed and the results were posted as required by law. A total of 205 voted out of a possible 3626 registered voters.

A True Copy Attest:

Lillian Lamperti
Town Clerk

**COMMONWEALTH OF MASSACHUSETTS
WILLIAM FRANCIS GALVIN
SECRETARY OF THE COMMONWEALTH**

SS. Barnstable County
To either of the Constables of the Town of Eastham

Greeting:

In the name of the Commonwealth, you are hereby required to notify and warn the inhabitants of said town who are qualified to vote in Primaries to vote at:

**PRECINCT ONE
Eastham Town Hall Auditorium**

On **TUESDAY, THE FIFTEENTH DAY OF SEPTEMBER, 1998** from 7:00 a.m. to 8:00 p.m. for the following purpose:
To cast their votes in the State Primary for the candidates of political parties for the following offices:

GOVERNOR	For the Commonwealth
LT. GOVERNOR	" " "
ATTORNEY GENERAL	" " "
SECRETARY	" " "
TREASURER	" " "
AUDITOR	" " "
REPRESENTATIVE IN CONGRESS	TENTH CONGRESSIONAL DISTRICT
COUNCILLOR	FIRST COUNCILLOR DISTRICT
SENATOR IN GENERAL COURT	CAPE & ISLANDS DISTRICT
REPRESENTATIVE IN GENERAL COURT	FOURTH BARNSTABLE DISTRICT
DISTRICT ATTORNEY	CAPE & ISLANDS DISTRICT
SHERIFF	BARNSTABLE COUNTY
COUNTY COMMISSIONER	BARNSTABLE COUNTY

Hereof fail not and make return of this warrant with your doings thereon at the time and place of said voting.
Given under our hands this 24th day of August 1998.

Thomas L. Newton
Chairman

Robert L. Mumford

Kenelm N. Collins

Madeleine A. Bebout

David W. Crary
BOARD OF SELECTMEN

Pursuant to the provisions of the foregoing warrant, I have posted attested copies at the post office in Eastham and North Eastham at least seven days before this election.

Officer Michael W. Kelly, Constable

Lillian Lamperti, Town Clerk

STATE PRIMARY ELECTION

SEPTEMBER 15, 1998

Pursuant to the provisions of the foregoing warrant, the voters assembled in the Eastham Town Hall Auditorium to cast their votes for the following offices:

DEMOCRATIC BALLOT

Governor —	Votes
Brian J. Donnelly	68
Scott Harshbarger	334
Patricia McGovern	170
Blanks	11
Total Votes Cast	583
 Lieutenant Governor —	
Dorothy A. Kelly Gay	229
Warren E. Tolman	268
Write In	1
Blanks	85
Total Votes Cast	583
 Attorney General —	
Lois G. Pines	339
Thomas F. Reilly	218
Blanks	26
Total Votes Cast	583
 Secretary of State —	
William Francis Galvin	440
Blanks	143
Total Votes Cast	583
 Treasurer —	
Shannon P. O'Brien	433
Write In	1
Blanks	149
Total Votes Cast	583
 Auditor —	
A. Joseph Denucci	428
Blanks	155
Total Votes Cast	583
 Representative in Congress — Tenth District	
William D. Delahunt	498
Blanks	85
Total Votes Cast	583
 Councillor — First District	
David F. Constatine	266
J. Mark Treadup	146
Blanks	171
Total Votes Cast	583

**Senator in General Court —
Cape and Islands District**

Edward D. Lamperti	444
Write In	1
Blanks	138
Total Votes Cast	583

**Representative in General Court —
Fourth Barnstable District**

Robert Lawless	256
Leonard C. Stewart	289
Write In	1
Blanks	37
Total Votes Cast	583

**District Attorney —
Cape and Islands District**

Kevin D. Callahan	418
Write In	1
Blanks	167
Total Votes Cast	583

**Sheriff —
Barnstable County**

Thomas S. Cahir	214
John Klimm	309
Write In	2
Blanks	58
Total Votes Cast	583

**County Commissioner —
Barnstable County**

Robert A. O'Leary	436
Blanks	147
Total Votes Cast	583

REPUBLICAN BALLOT

Governor —	Votes
A. Paul Cellucci	265
Joseph D. Malone	212
Write In	2
Blanks	5
Total Votes Cast	484
Lieutenant Governor —	
Janet E. Jeghelian	224
Jane Maria Swift	235
Write In	1
Blanks	24
Total Votes Cast	484
Attorney General —	
Brad Bailey	397
Write In	1
Blanks	86
Total Votes Cast	484
Secretary of State —	
Dale C. Jenkins, Jr.	376
Write In	1
Blanks	107
Total Votes Cast	484
Treasurer —	
Robert A. Maginn	382
Write In	1
Blanks	101
Total Votes Cast	484
Auditor —	
Michael T. Duffy	373
Write In	1
Blanks	110
Total Votes Cast	484
Representative in Congress —	
Tenth District	
Eric V. Bleicken	365
Write In	2
Blanks	117
Total Votes Cast	484
Councillor —	
First District	
No Nomination	
Blanks	484
Senator in General Court —	
Cape & Islands District	
Henry S. Rauschenbach	377
Write In	5
Blanks	102
Total Votes Cast	484

**Representative in General Court —
Fourth Barnstable District**

Shirley A. Gomes	403
Write In	5
Blanks	76
Total Votes Cast	484

**District Attorney —
Cape and Islands District**

Philip A. Rollins	399
Write In	2
Blanks	83
Total Votes Cast	484

**Sheriff —
Barnstable County**

James M. Cummings	400
Write In	2
Blanks	82
Total Votes Cast	484

**County Commissioner —
Barnstable County**

No Nomination	
Write In	38
Blank Write in out of the 38 (34)	
Blanks	446
Total Votes Cast	484

The Ballot Box stood at 0000 at the opening of the polls and read 1084 at the close. There were 1067 ballots cast and 17 blank ballots cast. The voter lists were verified and the totals agreed with the ballot box. The Warden, Penny Duffy, closed the polls at 8:00 p.m.

A True Copy Attest:

Lillian Lamperti
Town Clerk

**COMMONWEALTH OF MASSACHUSETTS
WILLIAM FRANCIS GALVIN
SECRETARY OF THE COMMONWEALTH**

Barnstable County
To either of the Constables of the Town of Eastham

Greeting:
In the name of the Commonwealth, you are hereby required to notify and warn the inhabitants of said town who are qualified to vote in Elections to vote at:

**The Eastham Town Hall
2500 State Highway**

On **TUESDAY, THE THIRD DAY OF NOVEMBER, 1998** from 7:00 a.m. to 8:00 p.m. for the following purpose:
To cast their votes in the State Election for the candidates of political parties for the following offices:

GOVERNOR AND LT. GOVERNOR	FOR THE COMMONWEALTH
ATTORNEY GENERAL	FOR THE COMMONWEALTH
SECRETARY	FOR THE COMMONWEALTH
TREASURER	FOR THE COMMONWEALTH
AUDITOR	FOR THE COMMONWEALTH
REPRESENTATIVE IN CONGRESS	TENTH DISTRICT
COUNCILLOR.	FIRST DISTRICT
SENATOR IN GENERAL COURT	CAPE & ISLANDS DISTRICT
REPRESENTATIVE IN GENERAL COURT .	FOURTH BARNSTABLE DISTRICT
DISTRICT ATTORNEY	CAPE & ISLANDS DISTRICT
SHERIFF	BARNSTABLE COUNTY
COUNTY COMMISSIONER	BARNSTABLE COUNTY
BARNSTABLE ASSEMBLY DELEGATE. . . .	EASTHAM Local Office Barnstable County

QUESTIONS

- #1 — Setting Compensation of State Legislators
- #2 — Public Campaign Financing
- #3 — Tax Rate on Interest and Dividend Income
- #4 — Electric Utility Industry Restructuring
- #5 — Cape Cod Open Space Land Acquisition — County Local Question

Hereof fail not and make return of this warrant with your doings thereon at the time and place of said voting.
Given under our hands this 19th day of October, 1998.

Thomas L. Newton
Chairman

Robert L. Mumford

Kenelm N. Collins

Madeleine A. Bebout

David W. Crary
BOARD OF SELECTMEN

Pursuant to the provisions of the foregoing warrant, I have posted attested copies at the post office in Eastham and North Eastham at least seven days before this election.

Richard R. Hedlund, Constable

10-20-98
DATE OF POSTING

THE COMMONWEALTH OF MASSACHUSETTS
STATE ELECTION

TUESDAY, NOVEMBER 3, 1998

Pursuant to the provisions of the foregoing warrant the voters assembled in the Town Hall to vote on the following elective offices:

Governor and Lieutenant Governor —	
Rep. Cellucci and Swift	1439
Dem. Harshbarger and Tolman	1176
Lib. Cook and Israel	55
Blanks	62
Total	2732
Attorney General —	
Rep. Brad Bailey	1080
Dem. Thomas Reilly	1512
Blanks	140
Total	2732
Secretary of State —	
Dem. William Galvin	1454
Rep. Dale Jenkins	877
Lib. David Atkinson	241
Blanks	160
Total	2732
Treasurer —	
Rep. Bob Maginn	1129
Dem. Shannon O'Brien	1368
Lib. Merton Baker	83
Blanks	152
Total	2732
Auditor —	
Dem. Joseph DeNucci	1284
Rep. Michael Duffy	1088
Lib. Carla Howell	183
Blanks	177
Total	2732

**Representative in Congress —
Tenth District**

Dem. William Delahunt	1745
Rep. Eric Bleicken	884
Blanks	103
Total	2732

**Councillor —
1st District**

Dem. David Constatine	1833
Blanks	899
Total	2732

**Senator In General Court —
Cape & Islands District**

Rep. Henri Raushenbach	1383
Dem. Edward Lamperti	1238
Blanks	101
Total	2732

**Rep. in General Court —
Fourth District**

Rep. Shirley Gomes	1676
Dem. Robert Lawless	981
Blanks	75
Total	2732

**District Attorney —
Cape & Islands**

Rep. Philip Rollins	1500
Dem. Kevin Callahan	1128
Blanks	104
Total	2732

**Sheriff —
Barnstable County**

Dem. Thomas Cahir	1239
Rep. James Cummings	1361
Blanks	132
Total	2732

**County Commissioners —
Barnstable County**

Dem. Robert O'Leary	1913
Blanks	819
Total	2732

**Barnstable Assembly —
Delegate Eastham**

MaryLou Petitt	2079
Blanks	653
Total	2732

Question 1 —	
Yes	1737
No	809
Blanks	186
Question 2 —	
Yes	1879
No	701
Blanks	152
Question 3 —	
Yes	2190
No	376
Blanks	166
Question 4 —	
Yes	1450
No	1163
Blanks	119
Question 5 —	
Yes	1606
No	1027
Blanks	99

The Warden announced the closing of the polls and the ballot box read 0000 at the opening and 2732 at the close. The results were posted. This vote represented 72.6% of the 3800 registered voters. The voter lists were verified by the tellers and agreed with the ballot box.

A True Copy Attest:
 Lillian Lamperti
 Town Clerk

TOWN OF EASTHAM SPECIAL TOWN MEETING WARRANT

NOVEMBER 16, 1998

Commonwealth of Massachusetts

Barnstable, ss

To: Either of the Constables of the Town of Eastham
in the County of Barnstable

In the name of the Commonwealth of Massachusetts you are hereby directed to notify and warn the inhabitants of said Town qualified to vote in Elections and Town affairs to meet at the Nauset Regional High School Auditorium Monday, the sixteenth day of November, Nineteen Hundred and ninety-eight at Seven o'clock in the evening, then and there to act on the following articles in this Warrant and to meet in the Eastham Town Hall at 10:00 a.m. Monday, the twenty third day of November next, then and there to act on the following question:

QUESTION 1

Shall the Town of Eastham be allowed to exempt from the provisions of proposition two and one half, so called, the amounts required to pay for the bonds to be issued in order to construct a fire station and undertake related site work?

POLLS TO OPEN AT 10:00 A.M. AND CLOSE AT 7:00 P.M.

ARTICLE 1

To see if the Town will vote to raise and appropriate, transfer from available funds, or borrow a sum of money for the purposes of preparing plans and bidding documents and for constructing a Fire Station and complete related site work and to pay other costs associated with the bonding and; that to meet this appropriation the Treasurer with the approval of the Selectmen is authorized to borrow \$2,250,000.00 under G.L.c. 44 Section 7(3); and provided further that this vote shall not take effect until the Town votes to exempt from the limitation on total taxes imposed by G.L.c. 59, Section 21C (Proposition 2-1/2) amounts required to pay the principal of and interest and bonding costs, on the borrowing authorized by this vote; or take any action relative thereto.

By Board of Selectmen

SUMMARY

On three previous occasions in the past six years, the electorate has been asked to fund the renovation and reconstruction of the fire station. The one million dollar funding request was denied at each override election. The current proposal is for a new station located slightly closer to Route 6 and the Police Station than previous plans. This facility is expected to be adequate for the next 30+ years and incorporates all necessary equipment bays and administrative and emergency medical areas. (Plans are included in Appendix A, Page 1A, Debt schedule in appendix A, page 2A).

(2/3 Majority vote required)

BOARD OF SELECTMEN RECOMMENDATION: 5-0

finance committee report and recommendation: 7-0

The Finance unanimously recommends this expenditure. It is supported by the Board of Selectmen and the Building Study Committee, it meets current and future needs and is a fiscally responsible investment for the Town to make. The current conditions are unacceptable and have been for some time. The Finance Committee has supported the previous failed requests and again fully supports this request.

ARTICLE 2

To see if the Town will vote to approve the Cape Light Compact Energy Efficiency Plan and the Compact's submission of the Energy Efficiency Plan, on the Town's behalf of the Department of Telecommunications and Energy, and to authorize the Selectmen to approve such amendments or revisions to said Energy Plan as they may deem necessary, advisable, and in the best interests of the town; or to take any other action relative thereto. (a copy of said plan is on file with the Town Clerk and at the Eastham Public Library)

SUMMARY

Under the 1997 Electric Industry Restructuring Act, Eastham consumers are currently being charged for energy efficiency programs. Public aggregation programs such as the Cape Light Compact are allowed, by the law, to develop Energy Efficiency Plans to recover consumer funds and earmark them for use in the town. Town Meeting approval is required before the Plan can be submitted to the Massachusetts Department of Telecommunications and Energy for review and approval. The purpose is to achieve consumer savings in Eastham, to protect the environment and to help stimulate the local economy. There will be no cost to the Town. (Simple majority vote required)

By Board of Selectmen

BOARD OF SELECTMEN RECOMMENDATION: At Town Meeting

FINANCE COMMITTEE RECOMMENDATION: At Town Meeting

ARTICLE 3

To see if the Town will vote to transfer from available funds the sum of \$4,393.31 for the purpose of paying the following prior year unpaid bill; or take any action relative thereto.

Insurance Deductible	University Hospital	\$4,107.31
Insurance Deductible	Evans Medical Group	286.00

By Board of Selectmen

SUMMARY

This article is necessary to pay bills which were received after the close of the FY98 fiscal year. This bill for medical services was held by the insurance company before returning it to the town for payment. Unfortunately, the bill came after the close of the fiscal year. (9/10 majority vote required)

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE REPORT AND RECOMMENDATION: At Town Meeting

ARTICLE 4

To see if the Town will vote to accept the provisions of Massachusetts General Laws, Chapter 71, section 16B, which would reallocate the sum of the member towns' contributions to the Nauset Regional School District in accordance with the Regional Agreement rather than the Education Reform Formula, so-called, or to take any other action relative thereto.

SUMMARY

This article must be passed annually until and unless Special legislation can be passed allowing one vote to accomplish this in perpetuity. Such legislation was filed last year by Representative Gomes, but was not reported out of the Joint Education Committee, in part because the legislature is reluctant to change the financial provisions of Education Reform until the entire law is reviewed in FY 2000. It is the School Committee's hope that this article can be approved by all four towns this fall, thereby clarifying the terms of Region assessments prior to consideration of the FY 2000 budget. (This language was previously adopted for FY 99 school year assessments. (Simple majority vote required)

By Nauset Regional School District

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE REPORT AND RECOMMENDATION: At Town Meeting

ARTICLE 5

To see if the Town will vote to raise and appropriate or transfer a sum of money to acquire by purchase or otherwise, 22,500 square feet, and building thereon, located at 150 Samoset Road, Eastham, Assessors Map Sheet 15, Parcel 035, Barnstable County Registry of Deeds Book 8359, page 043, for general municipal purposes, and further to pay all principal, interest and other costs associated with the acquisition, and that to meet this appropriation the Treasurer with approval of the selectmen is authorized to borrow, under G.L.c. 44, Section 7(3); or take any action relative thereto.

By Board of Selectmen

SUMMARY

This article is to consider the acquisition of property adjacent to the library. This property will be used for parking and ultimately for expansion of the library structure. It is important to keep the library on the current site, and the limitations of the property, necessitate the acquisition of other parcels in the area. The location of this parcel, abutting the current library property, makes it highly desirable. This article will require a two phase vote. The first will be a 4/5 majority vote in accordance with Section 6-6-2 of the Eastham Home Rule Charter, to consider a capital expenditure which was not shown in a previously approved capital improvement plan. If that vote is successful a second vote will be necessary to approve the purchase. Approval of the purchase requires a 2/3 majority vote.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE REPORT AND RECOMMENDATION: At Town Meeting

ARTICLE 6

To see if the Town will vote to raise and appropriate or transfer the sum of \$15,000.00 to be used to appraise and otherwise provide necessary information on properties to consider for potential acquisition by the town meeting, and further that such properties considered shall be for general municipal purposes including but not limited to open space, recreation or affordable housing; or take any action relative thereto.

By Board of Selectmen

SUMMARY

Land acquisition opportunities arise suddenly, and in order to prepare articles for town meeting consideration, and to take advantage of acquisition grant opportunities, the town needs to prepare plans and appraisals. This appropriation would make funds available for timely appraisals and plans when necessary, to prepare potential properties for acquisition. Funds in this article will be used under the direction of the Board of Selectmen. (Simple Majority vote required)

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE REPORT AND RECOMMENDATION: At Town Meeting

ARTICLE 7

To see if the Town will vote to authorize and direct the Board of Selectmen to reappoint the Fire Station Building Committee. Said committee to be appointed upon an affirmative vote to authorize the appropriation of funds for plans for, and construction of, a fire station; and to be discharged upon the successful completion of the construction of said fire station; or to act on anything related thereto.

By Petition

BOARD OF SELECTMEN RECOMMENDATION: 4-1

FINANCE COMMITTEE REPORT AND RECOMMENDATION: At Town Meeting

ARTICLE 8

To do or act on anything which may legally come before this meeting.

By Board of Selectmen

You are directed to serve this Warrant by posting attested copies thereof at the Post Office in Eastham and North Eastham fourteen days at least before the date of holding said meeting.

Hereof, fail not and make due return of this Warrant and your doings thereon to the Town Clerk at the time and place of holding said meeting.

Given under our hands and seals this 26th day of October in the year of our Lord, One Thousand Nineteen Hundred and Ninety Eight.

Thomas L. Newton
Chairman

Robert L. Mumford

Kenelm N. Collins

Madeleine A. Bebout

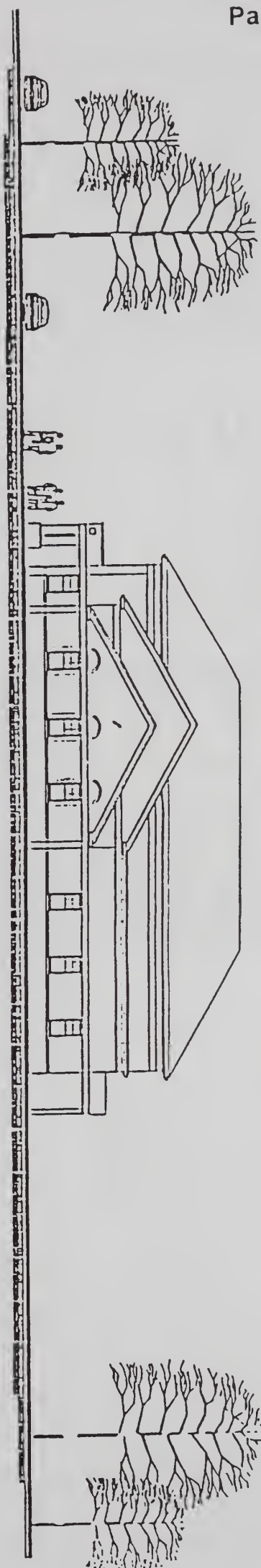
David W. Crary
BOARD OF SELECTMEN

Greetings:

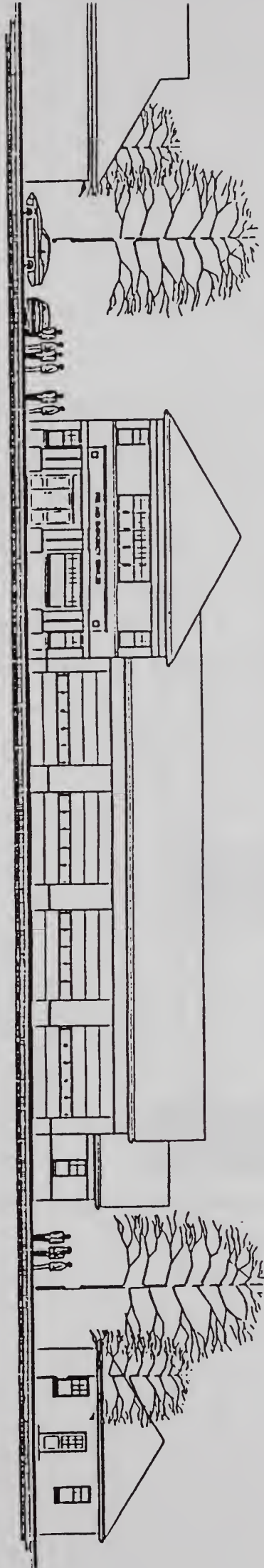
In pursuance of the conditions of the foregoing warrant, I have posted attested copies, one each at the Post Office in Eastham and North Eastham fourteen days before time of said meeting.

Officer Michael W. Kelly, Constable

A True Copy Attest
Lillian Lamperti, Town Clerk

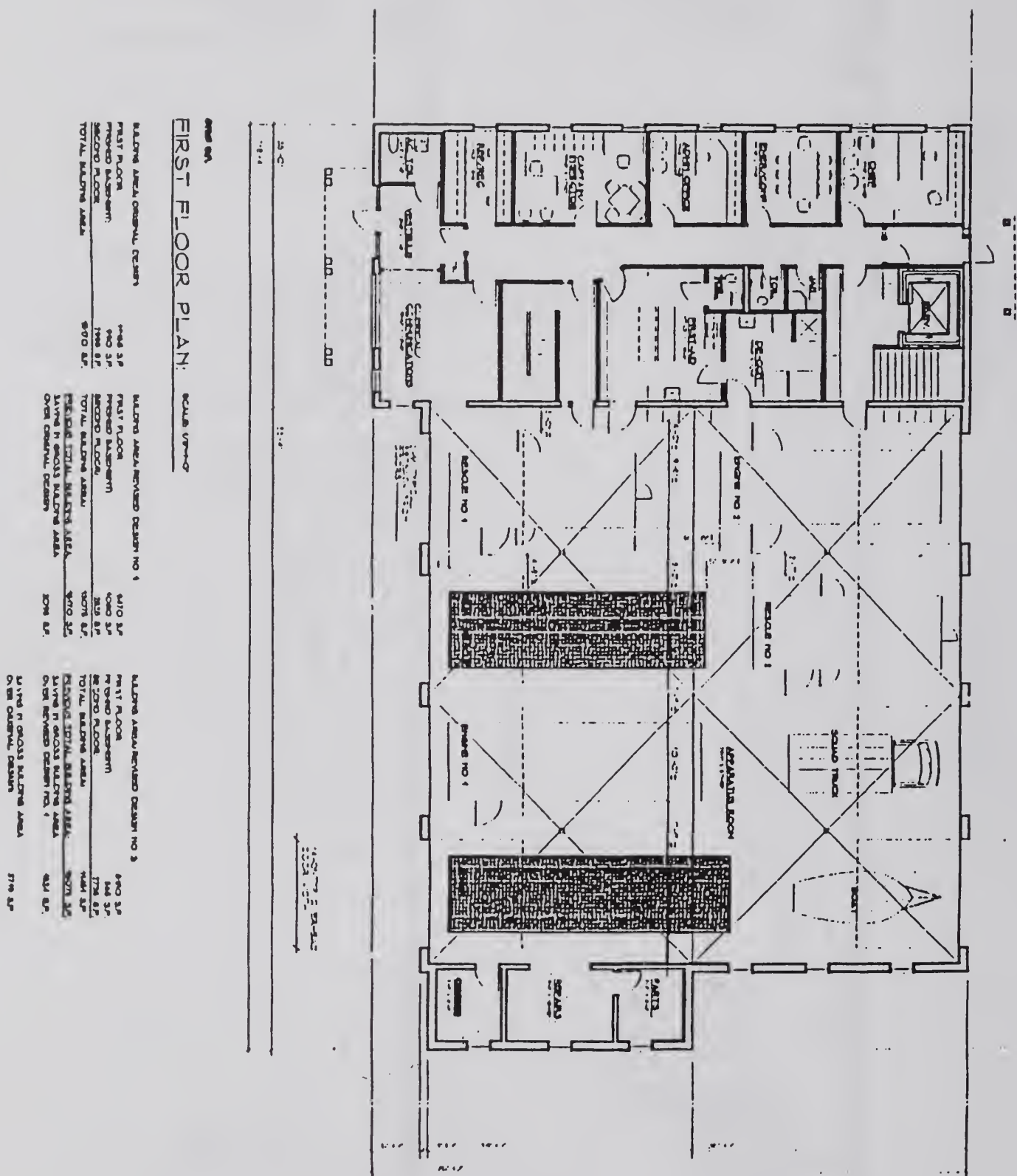


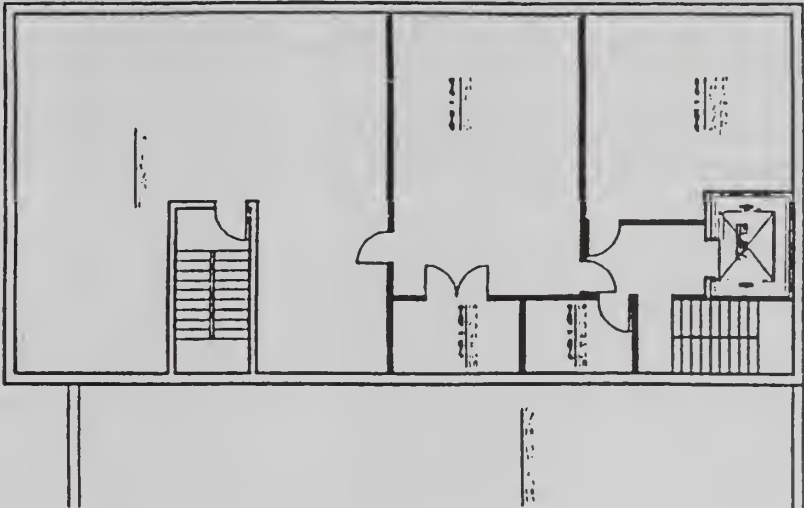
SOUTH ELEVATION:



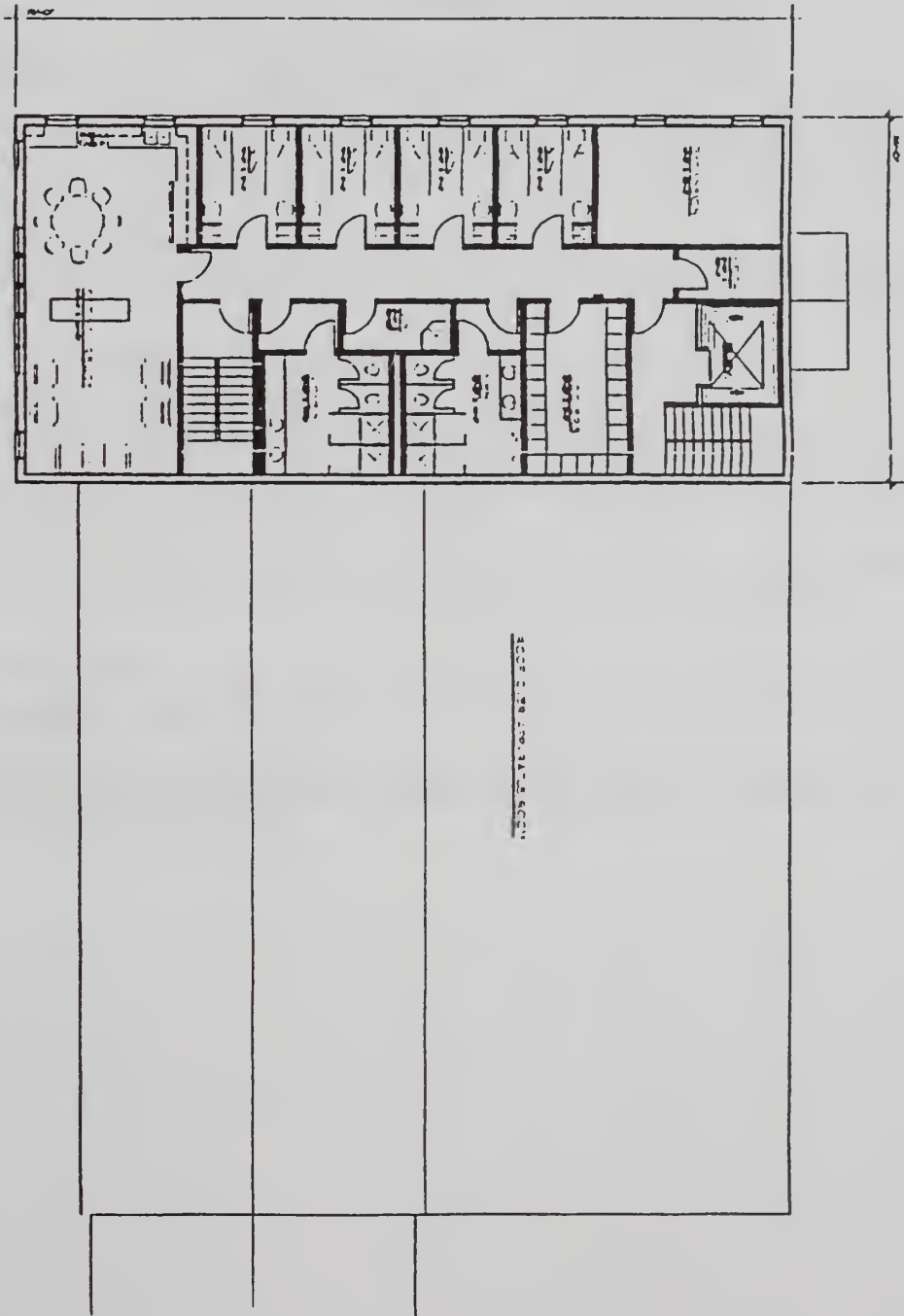
**TOWN OF EASTHAM
FIRE STATION NEEDS STUDY
ROUTE 0**

WEST ELEVATION:





BASEMENT FLOOR PLAN SCALE 1/8"=1'-0"
48 SF FINISHED BASEMENT SPACE



SECOND FLOOR PLAN SCALE 1/8"=1'-0"
274 SF

EASTHAM FIRE STATION AMORTIZATION SCHEDULE

YEAR	TAX		GROSS	IMPACT
	PRINCIPAL	INTEREST		
1	\$150,000.00	\$95,625.00	\$245,625.00	\$0.30
2	150,000.00	89,250.00	239,250.00	0.29
3	150,000.00	82,875.00	232,875.00	0.28
4	150,000.00	76,500.00	226,500.00	0.27
5	150,000.00	70,125.00	220,125.00	0.26
6	150,000.00	63,750.00	213,750.00	0.25
7	150,000.00	57,375.00	207,375.00	0.24
8	150,000.00	51,000.00	201,000.00	0.23
9	150,000.00	44,625.00	194,625.00	0.22
10	150,000.00	38,250.00	188,250.00	0.21
11	150,000.00	31,875.00	181,875.00	0.21
12	150,000.00	25,500.00	175,500.00	0.20
13	150,000.00	19,125.00	169,125.00	0.19
14	150,000.00	12,750.00	162,750.00	0.18
15	150,000.00	6,375.00	156,375.00	0.17
	\$2,250,000.00	\$765,000.00	\$3,015,000.00	

TOTAL LOAN AMOUNT \$	2,250,000.00
INTEREST RATE	4.25%
PROJECTED VALUATION FY99	\$829,746,800.00

PROCEDURES FOR ALL TOWN MEETINGS

In accordance with Section 2-8-2 of the Eastham Town Charter the following procedures will be followed at all future Special and Annual Town Meetings:

1. The Open Town Meeting shall be the Legislative branch of the municipal government of the Town of Eastham, as set forth in the Charter, Section 1-6.
2. Every person wishing to speak at Town Meeting shall proceed to one of the available microphones. Once recognized the person shall give his or her name and address, speak to the question for not more than five minutes, and shall not speak again until all those wishing to speak thereon have done so. See Section 2-8-3 of the Charter for exceptions—persons making the motion, and persons required to be in attendance until Section 2-8-1.
3. Discussion on each article in the Town Warrant shall terminate when there is no one wishing to speak on said article or the discussion becomes redundant in the opinion of the moderator, or someone is recognized and moves the question, or a motion to limit or extend debate has been approved by a 2/3 vote of Town Meeting.
4. Votes may be taken by voice (Majority to be determined by the Moderator), by show of hands, or by roll call. Articles or motions requiring a 2/3 vote will first be taken by voice vote, and if the Moderator is unable to determine whether or not the article or motion has passed or failed, then a hand vote will be taken. It takes seven town meeting members to question the results of a voice vote. If seven so question the results of a voice vote, we will move to an immediate hand count.
5. Anyone may move to reconsider an article at any time during an Annual or Special Town Meeting. Reconsideration of an article may only occur one time per article.
6. Amendments to an article must be made in writing and presented to the Moderator prior to the moving of the article in question.
7. Non-voters who wish to address Town Meeting may do so with the consent of all voting town meeting members. Should there be on negative vote, the non-voter will not be allowed to speak.
8. TOWN MEETING TIME, A Handbook of Parliamentary Law, is the parliamentary handbook that will be used to guide Eastham Town Meetings.

These provisions address issues that commonly arise at Town Meeting, but do not purport to address all issues that may arise.

PLEASE BE COURTEOUS BY ALLOWING EACH SPEAKER TO PRESENT THEIR IDEAS WITHOUT INTERRUPTION.

SPECIAL TOWN MEETING

NOVEMBER 16, 1998

Pursuant to the provisions of the foregoing warrant the voters assembled at the Nauset Regional High School Auditorium and there being a quorum of 191 voters present the Moderator called the meeting to order at 7:08 p.m.

The following are the results of that meeting:

Article 1.

The Selectmen moved and seconded a motion that the town vote to appropriate \$2,250,000.00 for preparing plans and bidding documents and for constructing a fire station, including site work, and for other costs associated with borrowing for the project; that to meet this appropriation the Treasurer with the approval of the Board of Selectmen, is authorized to take any other action necessary to carry out this project; provided, however, that this vote shall not take effect until the Town votes to exempt from the limitation on total taxes imposed by G.L.c. 59, Section 21c (Proposition 2-1/2 so called) amounts required to pay the principal of and interest on the borrowing authorized by this vote.

Passed by Hand count — Yes 348
(2/3 required) No 32

Article 2.

The Selectmen moved and seconded a motion that the town vote to approve the Cape Light Compact Energy Efficiency Plan and the Compact's submission to the Energy Efficiency Plan to the Department of Telecommunications and Energy, and further to authorize the Board of Selectmen to approve such amendments or revisions to said Energy Plan as they may deem necessary, advisable and in the best interests of the Town.

Passed by unanimous voice vote

Article 3.

The Selectmen moved and seconded a motion that the town vote to transfer from Free Cash the sum of \$4,393.31 to pay prior years unpaid bills for Insurance deductible to University Hospital \$4,107.31 and Insurance deductible to Evans Medical Group \$286.00. Bills arrived after the close of the fiscal year.

Passed unanimously (9/10 required)

Article 4.

The Selectmen moved and seconded a motion that the town vote to accept the provisions of Mass. General Laws, Chapter 71, Section 16B, which would reallocate the sum of the member towns contributions to the Nauset Regional School District in accordance with the Regional Agreement as printed in the warrant.

Passed by unanimous voice vote

Article 5.

The Selectmen moved and seconded a motion that the town vote to transfer from Free Cash the sum of \$123,000.00 to purchase the property located at 150 Samoset Road, Eastham, as further described in the warrant, for general municipal purposes, and further to transfer from Free Cash, an additional \$5,000.00 to pay all other costs associated with the acquisition, as printed in the warrant.

Passed by Hand Count — Yes 377 No 2

Passed 4/5 required

Passed 2/3 required — Yes 349 No 3

Per charter regs. this is not
part of capital outlay program

Article 6.

The Selectmen moved and seconded a motion to transfer from Free Cash, the sum of \$15,000.00 to be spent under the direction of the Board of Selectmen for purposes of property appraisals as printed in the warrant.

Passed by unanimous voice vote

Article 7.

To reappoint the Fire Station Building Committee. Committee to continue.

Indefinitely postponed

There being no other business to come before Town Meeting the Moderator asked for a motion to dissolve. The Selectmen moved and seconded to do so. Meeting adjourned at 8:25.

A True Copy Attest:

Lillian Lamperti
Town Clerk

SPECIAL TOWN ELECTION

NOVEMBER 23, 1998

Pursuant to the provisions of the foregoing warrant, the voters assembled in the Eastham Town Hall Auditorium to vote on the following question:

Question 1.

Shall the Town of Eastham be allowed to exempt from the provisions of proposition two and one half, so called, the amounts required to pay for the bonds to be issued in order to construct a fire station and undertake related site work?

Yes	790
No	440
Blank	12
Total	1242

The polls were open from 10:00 a.m. to 7:00 p.m. The ballot box stood at 0000 at the opening and 1242 when the Warden declared the polls closed. The voter lists were verified and agreed with the ballot box.

A True Copy Attest:

Lillian Lamperti
Town Clerk

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J & R Graphics, Hanover, MA
800-852-2252*

EASTHAM FORUM

FLOWER ISLAND VOLUNTEERS

Debbie Abbott
Paul & Terry Alarie
Peter, Kelly & Lorraine Alessi
Betsy Baker
Martha Barrett
Liz & Chuck Beattie
John & Vicky Bebout
Carl & Lorraine Bergstrom
Dot & Joe Berry
Barbara & Fran Birch
Eleanor & John Birch
Olive Blaisdell
Evelyn & Jerry Broadbridge
Norma & Paul Buckley
Bob Bylaska & Judy Williams
Mary Alice & Ed Cadmus
Nancy & Dick Cahill
Avis & Jack Child
Jeanne & Pete Clarke
Jan Cook
Bobbie & Don Cornish
Nancy Cutter & Frank DeSilva
John & Ann Daniele
Ann Darsie
Vida & Dan DeMale
John Derlin
Helen Derman
Rose Derow
Jackie Duffek
George Early
Mary & Dick Erickson
Don & Shirley Facey
Esther & Harry Folger
Bea & Bud France
Walter & Martha Gajewski
Margie Gibbs
Elaine & Charlie Gulrich
Jan & Bob Hill
David Hoerle
Lorraine Jackson

Doris & Paul Klier
Frank Kosewski
Helen & Gordon Landess
Edward LeClair
Jean Lee
Darien & Thomas Lenox
Cliff & Dot Lloyd
Marie McFarlane
Ann Marvin
Ed Maynard
Katie McCully
Diane McDermott
Helen & Walter McGauley
Tom McIntyre
Bill Montuori
Pat Moulton
Richard Murrman
Nauset, Inc., Tom Zurn or Valerie
Dan O'Leary
June & Chet Ranlett
Charles Rasicot
Sue Rightmire
Joan & Al Rizzotti
Liz & John Rotar
Ed Sabin
Violet & Fred Sauer
Jim Schrock
Jane Sebestyen
Liz Simmons
Fran & Charlie Szeglin
Donald Taylor
Paul & Elsie Thayer
Fred Thomas
Sandy Thomas
Doris Vanderwheel
Brenda & Guy Vecchione
Mark, Bruno & Terry Yuskievicz
Pat & Pete Zagwyn
Chris Zimmer
Hank Zollinger

TELEPHONE LISTING & OFFICE HOURS

POLICE - EMERGENCY	911
Non Emergency	255-0551
FIRE - EMERGENCY	911
Non Emergency	255-2324
Town Hall (for all departments).....	240-5900

Assessing

Town Accountant

Town Clerk and Registrar

Treasurer/Collector

Most of the offices of the Town are open from 8:00 A.M. to 4:00 P.M. with exceptions as noted:

Building and Health Dept.

Monday Through Friday 7:30 A.M. to 4:00 P.M.

Wiring Inspector

Available in Bldg. Dept. Mon. through Fri. 7:30 A.M. to 8:30 A.M.

Plumbing Inspector

Available in Bldg. Dept. Tues. & Thurs. from 7:30 A.M. to 8:30 A.M.

Treasurer/Collector (Direct Line).....	240-5919
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Deputy Tax Collector (Hyannis).....	790-3443
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Animal Control Officer	255-0551
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Conservation Commission

At Nat. Resources/ Town Garage Building on Old Orchard Road..... 240-5971

Council on Aging

At 1405 Nauset Road

Library (Samoset Road).....	240-5950
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Natural Resources

At Nat. Resources/ Town Garage Building on Old Orchard Road..... 240-5972

Public Works Department

At Nat. Resources/ Town Garage Building on Old Orchard Road..... 240-5973

Recreation & Beach Services Director.....	240-5974
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Sanitary Landfill	240-5970
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Located on Old Orchard Road. Hours of operation are Saturday through

Wednesday 7:30 A.M. to 4:00 P.M. Closed Thursday and Friday

Schools

Eastham Elementary.....	255-0808
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Nauset Regional High (Cable Road, No. Eastham).....	255-1505
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Supt. Of Schools (Eldridge Pkwy., Orleans)	255-8800
--	----------

Veterans Services (Harwich)	430-7510
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VNA of Central Cape Cod & Outer Cape Cod	(800-696-0303)
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BOARD OF SELECTMEN meets in Open Session in Eastham Town Hall Large Hearing Room as posted on the Town Hall entrance bulletin board.